



FACTS & FIGURES

EDUCATION IN NORTH CAROLINA

2016

BEST NC (Business for Educational Success and Transformation) is a non-profit organization created by business leaders who believe the future of our state's economy is inseparable from the quality of our education. North Carolina's education system must keep pace with the rapidly changing economic landscape of the 21st century. BEST NC supports the creation of the boldest education success story in America, one that nurtures the talents of every student, from early learning to post-graduate, by investing in students, teachers, school leaders, innovation, and establishing high standards of success for all.

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BEST NC's Vision:

Every student graduates with the knowledge, skills and behaviors to succeed in a competitive global economy.

This guide is designed to give you quick and easy access to key data that will support you in your work to improve North Carolina's education system.



Children & Students

Who goes to school in North Carolina? Where do they go to school? How has this changed over time?



Educators

Who is teaching in North Carolina, Pre-K through post-secondary? How do teachers enter the profession? How are teachers compensated?



Schools & Programs

How many schools are in North Carolina? Where do students in North Carolina go to school from Pre-K to post-secondary? What schooling options do students have in North Carolina?



Finance

How is education paid for in North Carolina? How is funding distributed? Where are there funding inequities?



Achievement

How are students performing on state and national assessments? At what rate do North Carolina students graduate from high school and post-secondary programs? How prepared are our students for careers and life? How are students performing in higher education?



SECTION 1: Children & Students



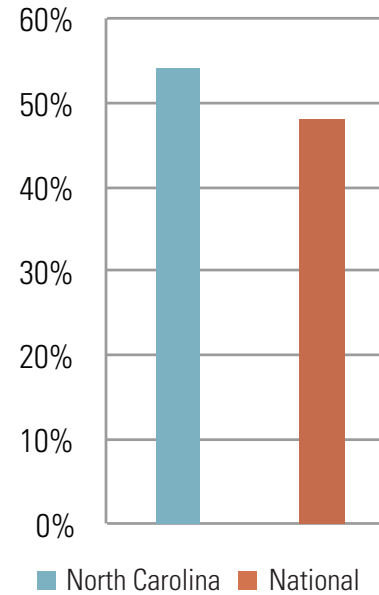
In 2015, North Carolina was ranked 35th overall in child well-being, and 28th in education in the Annie E. Casey Foundation KIDS COUNT Project. KIDS COUNT annually assesses child well-being nationally and among the 50 states.

Source: Annie E. Casey Foundation, Kids Count 2015

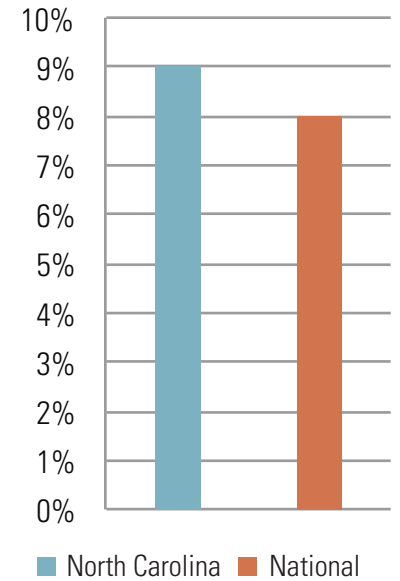
SECTION 1: Children & Students



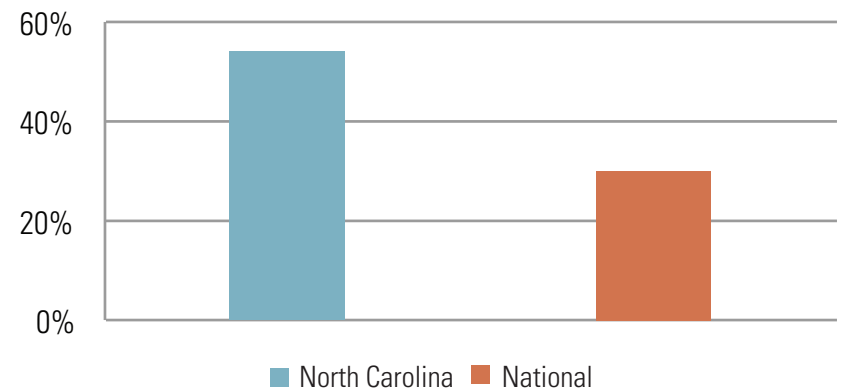
Children Ages 0-3 who are Living in Poverty (2015)



Babies with Low Birthweights (2015)



Children Under Age 6 Who Receive Developmental Screening (2015)



Source: National Center for Infants, Toddlers, and Families, 2015 Zero to Three



In 2014, daily participation in the Child and Adult Care Food Program (CACFP) in North Carolina was **119,810**

Note: Based on average daily attendance figures

Note: CACFP refers to the number of children and adults who receive meals in day care programs

Source: US Department of Agriculture, Child and Adult Care Food Program Data

From 2011-13, **58%** of North Carolina 3- and 4-year-olds **did not** attend pre-school.

Source: Annie E. Casey Foundation, Kids Count 2015



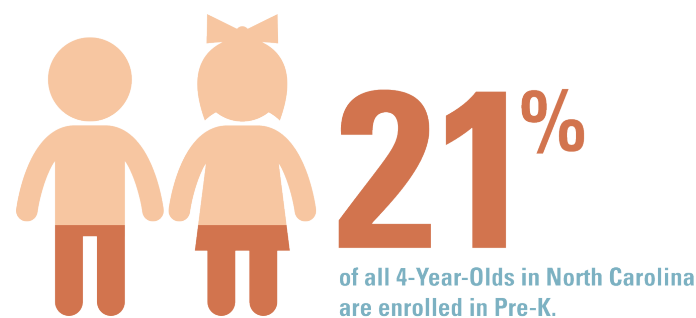
Since it was initiated in 2001, the North Carolina public Pre-K system served more than 255,000 children. Students enrolled in North Carolina Pre-K attend school for 6.5 hours per day, 180 days per year.

Source: UNC Frank Porter Graham Child Development Institute, 2013-14 NC Pre-K Evaluation



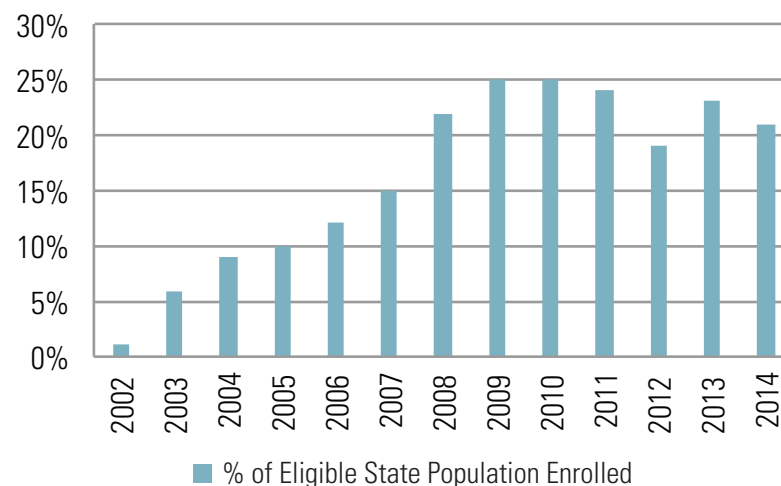
Early Childhood Education (ECE) Enrollment (2015)

Number of Children...	
in child care centers, ages 5 and under	169,824
in family child care homes, ages 5 and under	8,145
on wait list for subsidized child care, all age groups	31,673
in North Carolina Pre-K	26,961
waiting for North Carolina Pre-K Services	7,305



Sources: UNC Frank Porter Graham Child Development Institute; National Institute for Early Education Research (2013-14)

Percent of Eligible State Population Enrolled in NC Pre-K

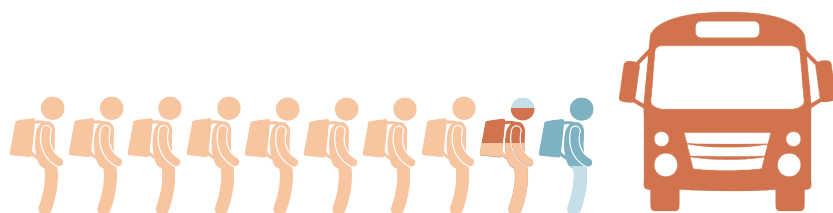


Source: National Institute for Early Education Research, North Carolina Report Card



K-12 Average Daily Student Membership (2014-15)

Traditional Public:	1,433,592 (84%)
Charter Students:	68,770 (4%)
Private Students:	97,259 (6%)
Independent Private:	29,008
Religious Private:	68,251
Home School Students:	106,853 (6.2%)
Total K-12 Students:	1,706,474



Traditional Public Charter Private Home School

Sources: North Carolina Dept. of Public Instruction Statistical Profile; North Carolina Dept. of Administration Home School Enrollment Report; North Carolina Division of Non-Public Instruction Private School Enrollment Report

K-12 Public School Students

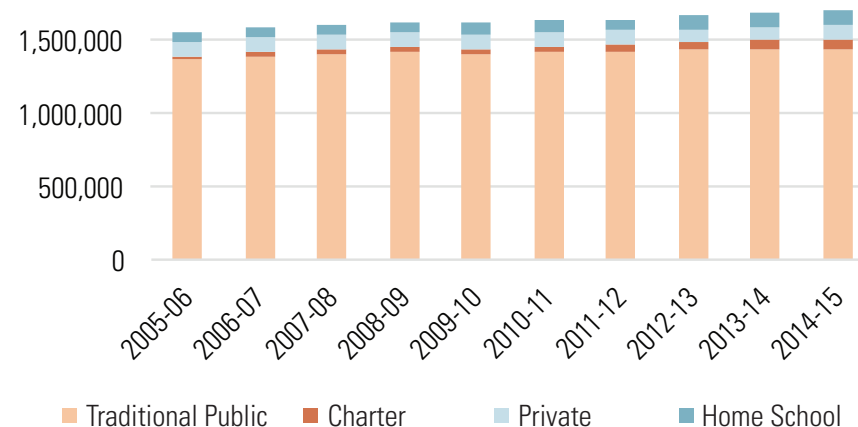
	Total	Percentage
Male ^a	743,756	51%
Female ^a	703,179	49%
Academically Gifted (AIG) ^b	182,416	12%
English Language Learners ^b	97,338	9%
Exceptional Children (IEP) ^a	201,171	14%

^a2014-15, ^b 2013-14

Sources: North Carolina Dept. of Public Instruction, Statistical Profile and Child Counts; National Center for Education, Statistics Digest of Educational Statistics 2014

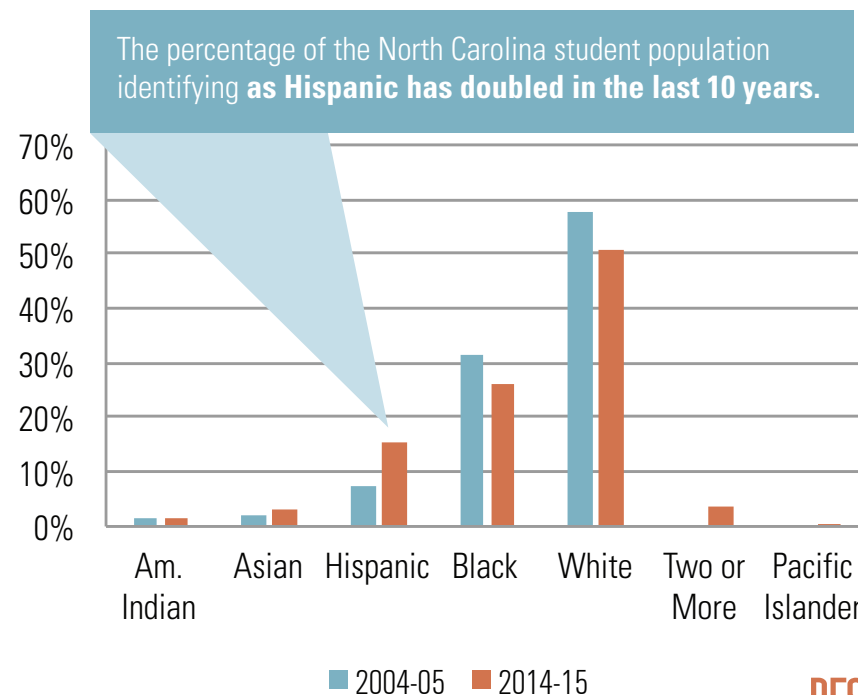


K-12 Trend in Enrollment



Source: North Carolina Dept. of Public Instruction, Statistical Profile

K-12 Student Population by Race



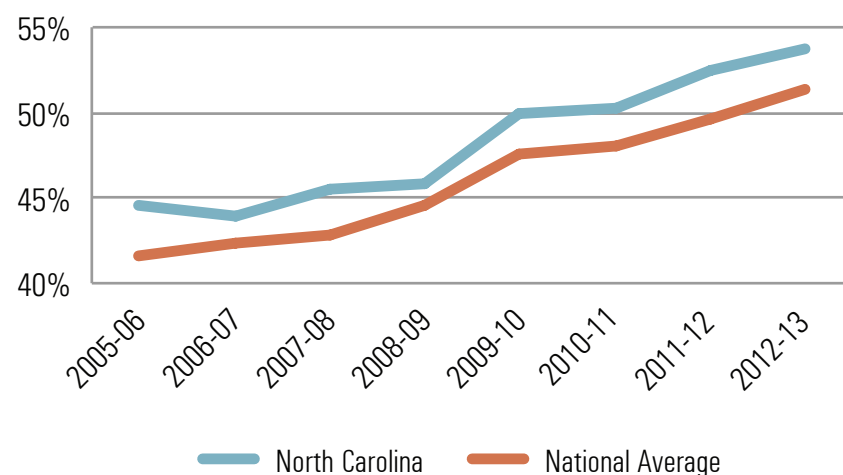
Source: North Carolina Dept. of Public Instruction, Statistical Profile



Percent of K-12 Students Who Received Free or Reduced-Price Lunch

Public school children qualify for free lunches if their family's income is **130%** of the federal poverty level or less (\$31,525 per year for a family of four). Students qualify for reduced price lunch if family income is **131-185%** of the federal poverty level (up to \$44,862 per year for a family of four). According to the USDA, there have not been changes to income eligibility since before 2000.

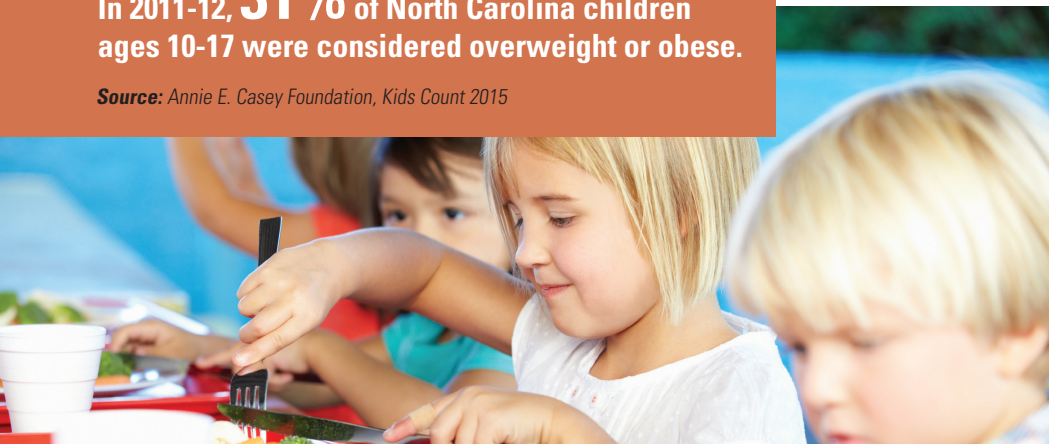
Source: U.S. Dept. of Agriculture Food and Nutrition Service



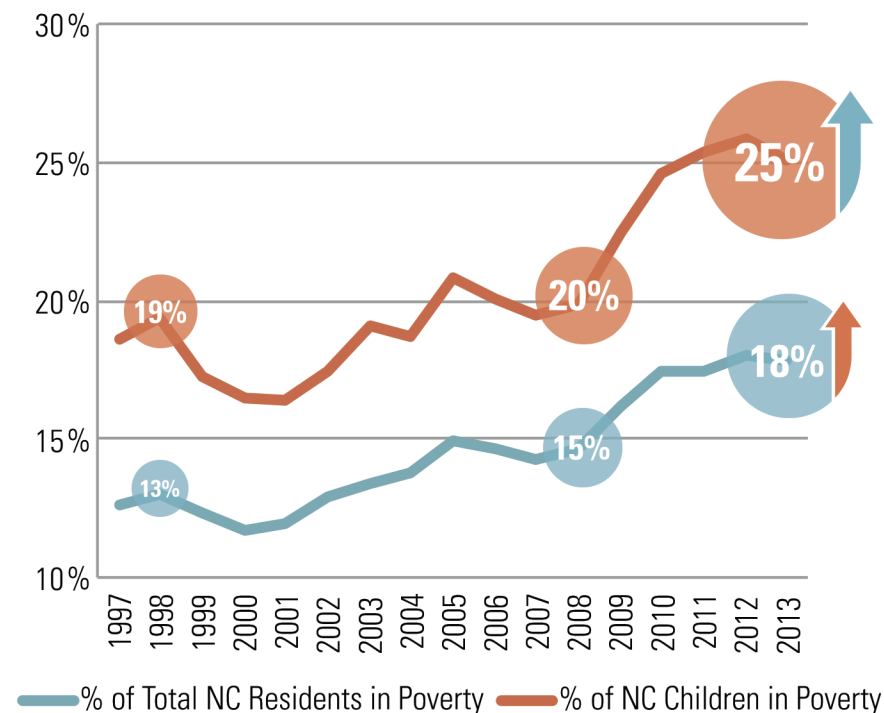
Source: National Center for Education Statistics, 2014 Digest Table

In 2011-12, **31%** of North Carolina children ages 10-17 were considered overweight or obese.

Source: Annie E. Casey Foundation, Kids Count 2015



North Carolina Poverty Rate



Source: United States Census Bureau, Small Area Income and Poverty Estimates



In the 5 years from 2008 to 2013, there was a **22%** increase in the number of people living in poverty in North Carolina.

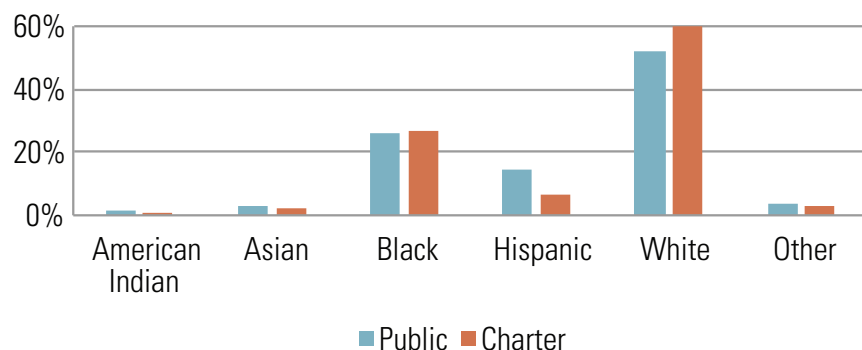


Public Charter School Enrollment (2015)

Districts with the Highest Number of Students Enrolled	Students
Charlotte-Mecklenburg	13,139
Wake	8,555
Durham	5,237
Guilford	4,631
Forsyth	2,632
Districts with the Highest Percentage of Enrollment (Charter Enrollment/Total LEA Enrollment)	Percentage
Halifax	19.7%
Person	19.1%
Pamlico	17.3%
Northampton	16.1%
Edgecombe	15.8%

Source: North Carolina Dept. of Public Instruction, Statistical Profile

Charter and Traditional Public School Enrollment by Ethnicity (2015)



Source: North Carolina Dept. of Public Instruction, Enrollment by Race Reports

Overall enrollment in public charter schools in 2015: 4.6% (compared to 3% in 2012)

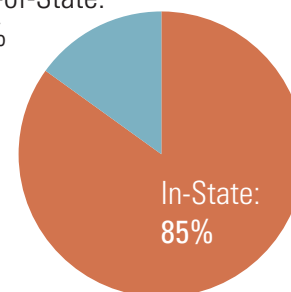
Source: North Carolina Dept. of Public Instruction, Statistical Profile



UNC System Enrollment (2014)

In-State: 188,542
Out-of-State: 33,426
Total: 221,968

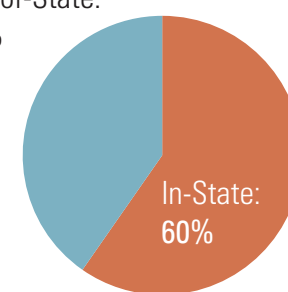
Out-of-State: 15%



North Carolina Independent Colleges & Universities Enrollment (2014)

In-State: 53,216
Out-of-State: 35,947
Total: 89,163

Out-of-State: 40%



North Carolina Community Colleges Enrollment (2014)

Fall Curriculum Enrollment

Career & Technical Education 115,983
Transfer Preparation and General Education 109,472
Non-Credential Seeking 10,040
Total Curriculum Enrollment 235,495

Note: 193,217 of curriculum students are enrolled full-time

Fall Non-Credit Enrollment

Basic Skills 52,445
Occupational Continuing Education 161,305
Other 21,155
Total Non-Credit Enrollment 234,905

Note: 44,046 of non-credit students are enrolled full-time

Sources: University of North Carolina System, North Carolina Independent Colleges and Universities, and North Carolina Community College System



SECTION 2: Educators

SECTION 2: Educators



Early Childhood Education (ECE) Workforce

Education Completed	2011	2014
B.A. or higher in ECE/CD*	13%	14%
B.A. or higher in Other Field	14%	16%
Associate Degree in ECE/CD*	20%	21%
Associate Degree in Other Field	4%	5%
HS + Any college ECE courses	47%	33%

*Child Development

Source: Child Care Services Association, 2014 Workforce Study

46% of ECE centers in North Carolina offer **partially or fully paid health insurance (2014)**

Source: Child Care Services Association, 2014 Workforce Study

99% of ECE teachers in North Carolina are **women (2014)**

Median Teacher Wages for Statewide ECE Centers (2014)

All Statewide Centers	\$10.20/hr
Statewide Centers with North Carolina Pre-K Classrooms	\$15.63/hr

Source: Child Care Services Association, 2014 Workforce Study

42% of North Carolina early childhood education teachers received public assistance within the last three years.

Source: Childcare Services Association, 2014 Workforce Study

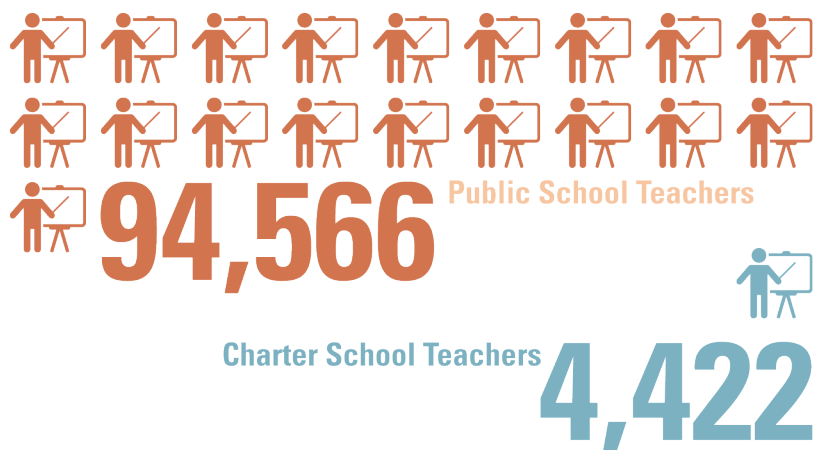


School Based Administration (2014-15)

	Principals	Assistant Principals
Traditional Public	2,441	2,832
Public Charter	155	137

Source: North Carolina Dept. of Public Instruction, Statistical Profile

Teachers (2014-15)



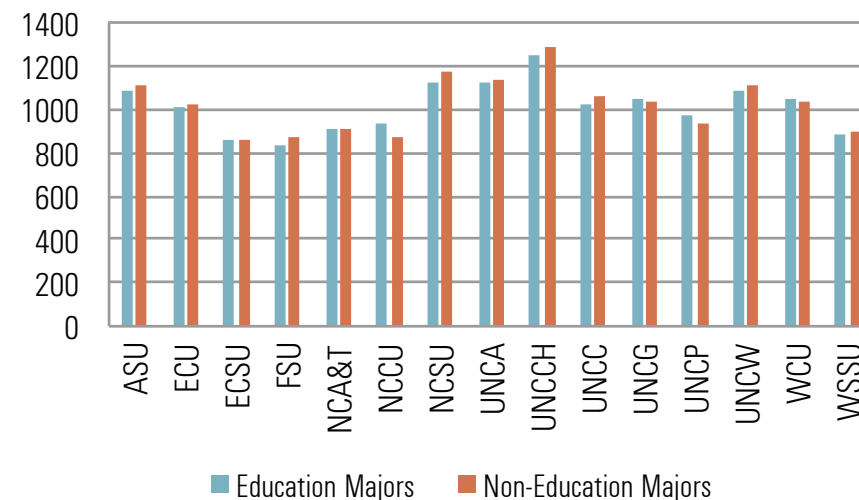
Source: North Carolina Dept. of Public Instruction, Statistical Profile

In 2011-12, the school nurse-to-student ratio in North Carolina was 1 to 1,179

Source: NC Child, 2014 Report Card

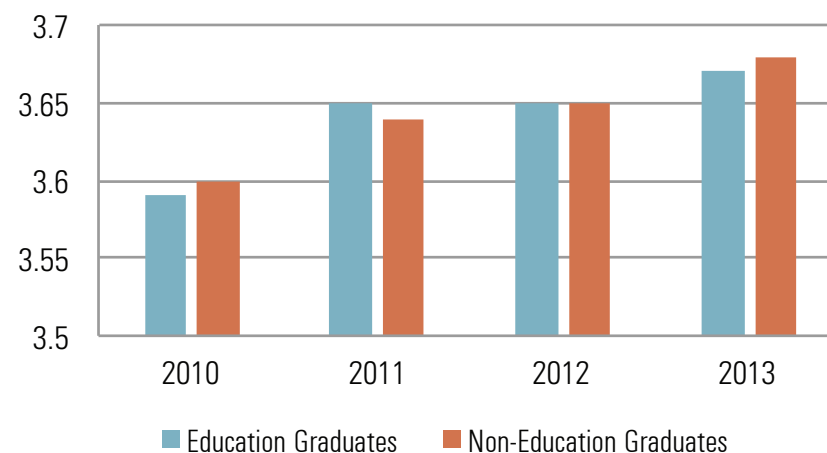


Average SAT Scores for Teacher Candidates, UNC System (2011-12 Admitted Students)



Source: UNC General Administration, Teacher Quality Dashboard

Average High School GPA for Teacher Candidates, UNC System

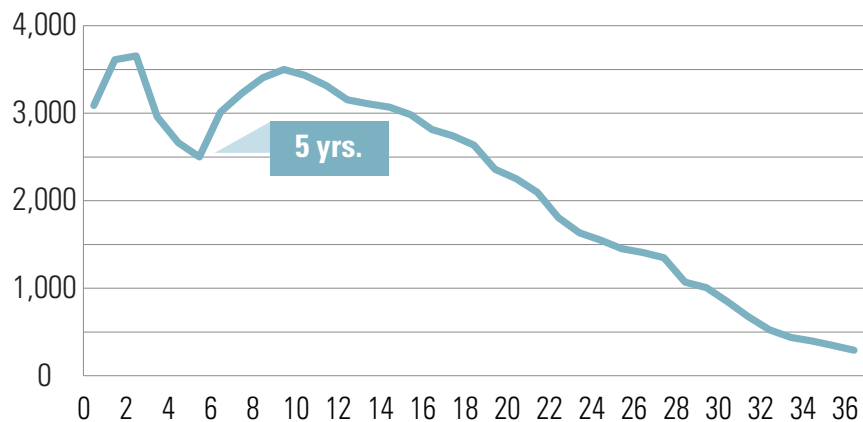


Source: UNC General Administration, Teacher Quality Dashboard

27.5% decline in enrollment in education programs in the UNC system (Bachelors & Masters combined, 2010-14)



K-12 Teachers by Years of Experience (2014-15)*

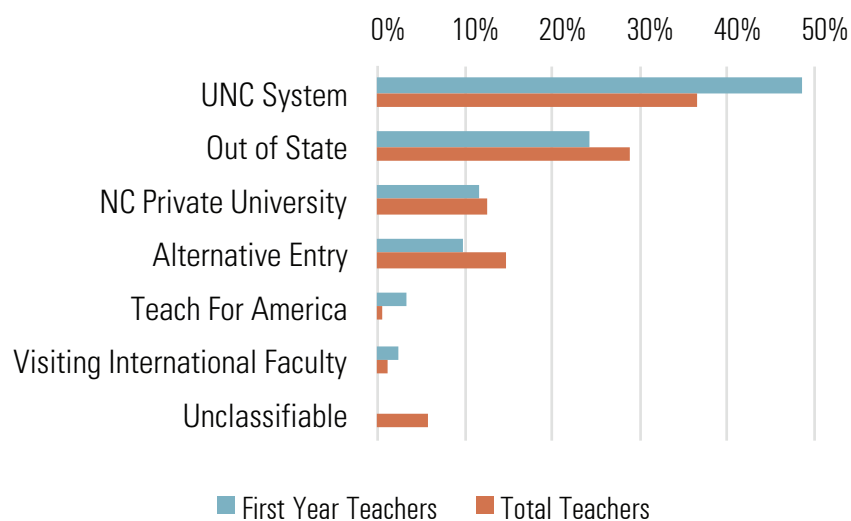


*Data only includes state-funded positions

Source: North Carolina Dept. of Public Instruction, 2015 Budget Highlights

The drop in teachers with 2-5 years of experience correlates with a steep decrease in student enrollment in 2009-10. There were fewer new teachers hired for the 2009-10 school year compared to surrounding years.

K-12 Teachers by Route of Entry (2011-12)

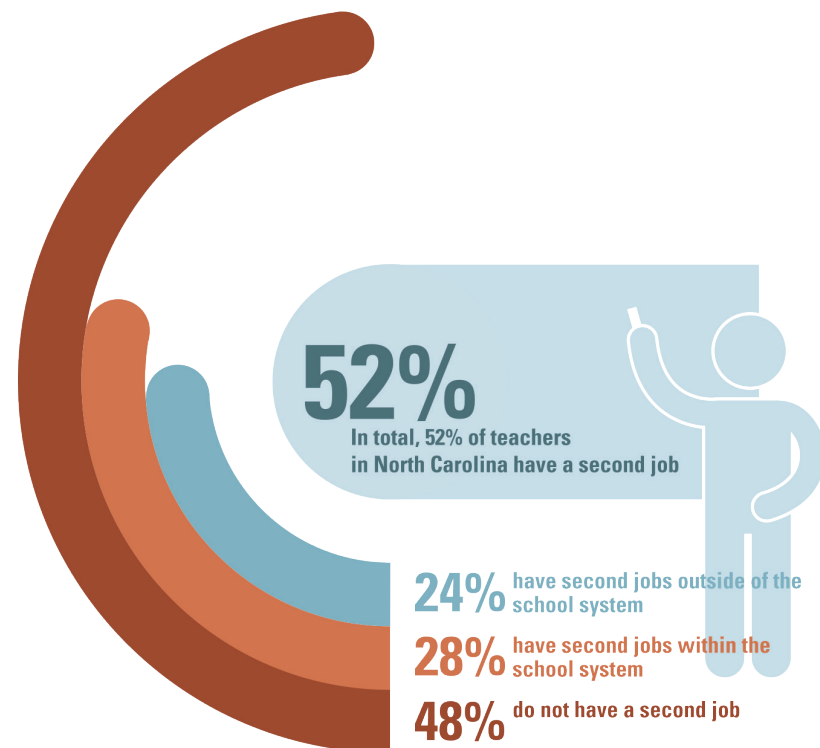


Source: UNC General Administration, Teacher Quality Dashboard



21% of North Carolina teachers were Nationally Board Certified in 2015 -- more than any other state in the nation.

Source: National Board for Professional Teaching Standards, 2015 Report



In 2012, North Carolina had the **3rd highest rate** nationally of teachers working a second job outside of the school system.

Average Teacher Work Hours

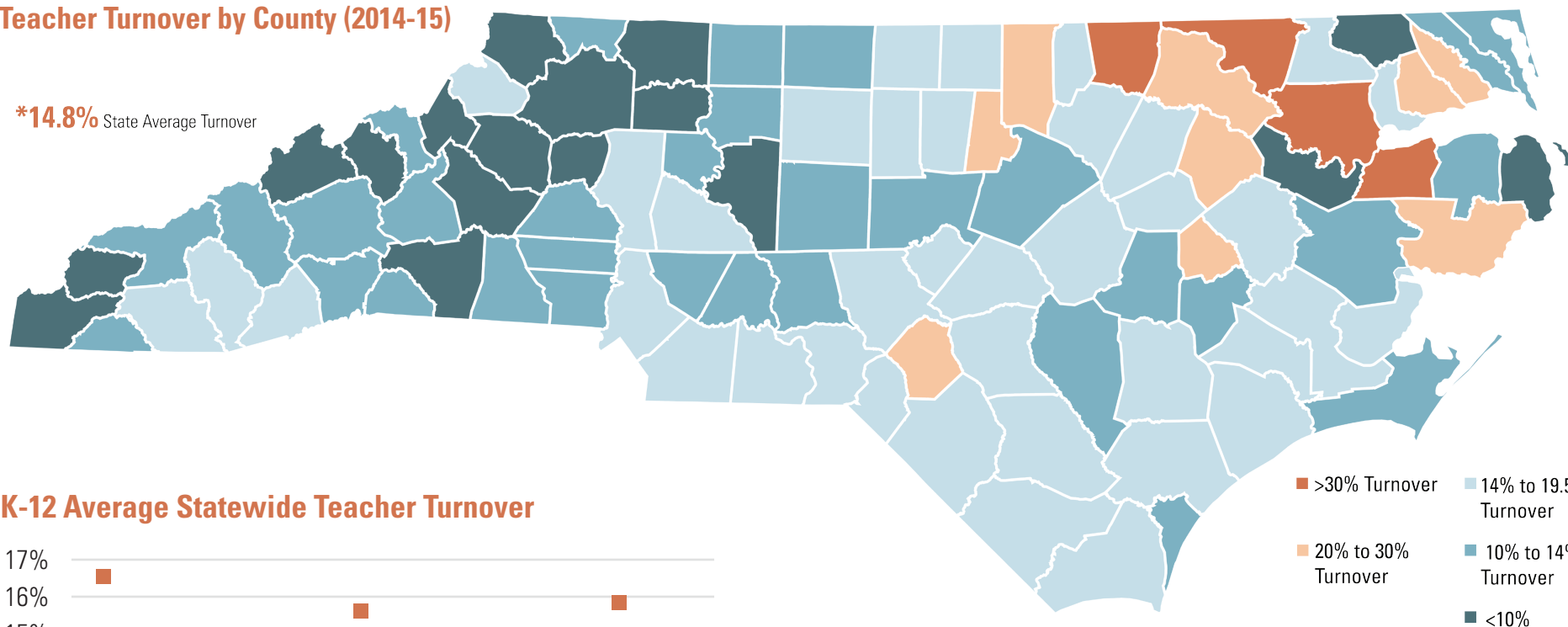
53 The number of hours teachers in North Carolina work on average per week (43 hours per week if you adjust across a regular work year, including 2 weeks vacation without seasonal breaks).

Source: National Center for Educational Statistics, Schools and Staffing Survey 2011-12



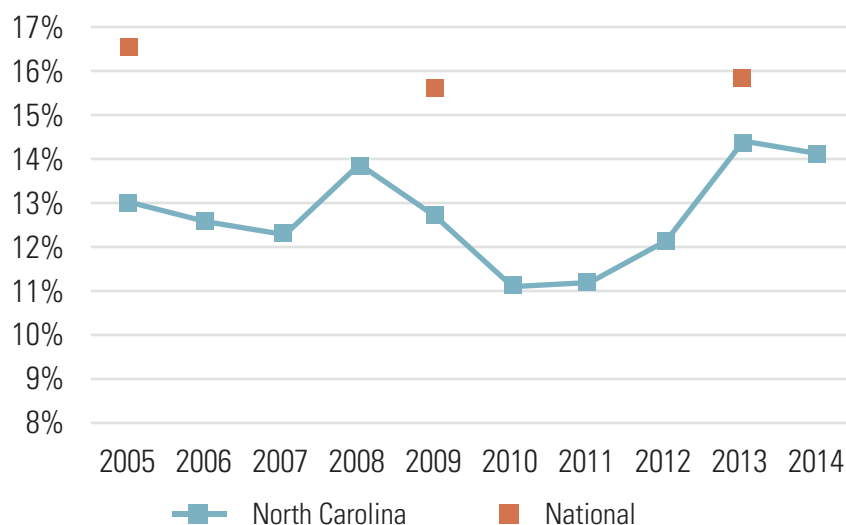
Teacher Turnover by County (2014-15)

*14.8% State Average Turnover



Source: North Carolina Dept. of Public Instruction, 2014-15 Teacher Turnover Report

K-12 Average Statewide Teacher Turnover



Note: National turnover data is only available every four years.

Sources: North Carolina Dept. of Public Instruction Teacher Turnover Reports; National Center for Educational Statistics 2014 Schools and Staffing Survey Report

63% of teachers believe that non-instructional time provided for teachers in their schools is sufficient.

66% of teachers agree that they have sufficient instructional time to meet the needs of all students.

Source: New Teacher Center, 2014 North Carolina Teacher Working Conditions Survey

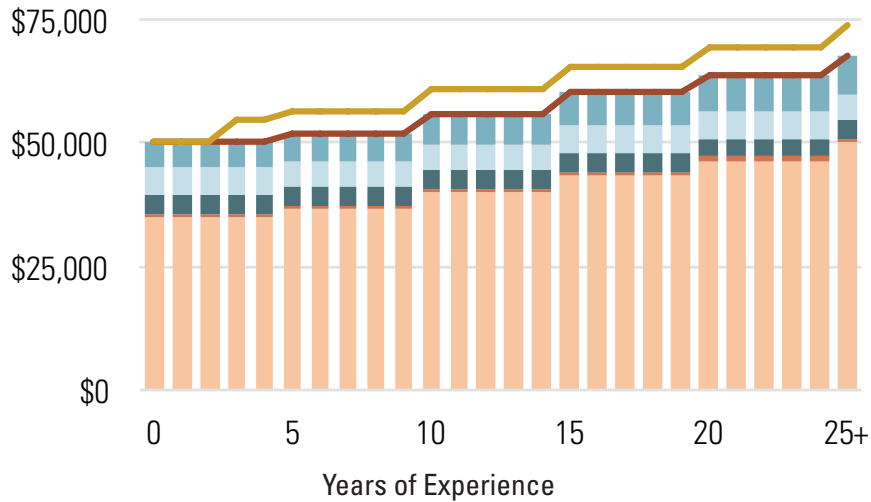
In a self-reported survey, **19%** of early education teachers indicated that they plan to leave the field within the next three years.

Sources: Child Care Services Association, 2014 Workforce Study



K-12 Teacher Compensation and Benefits (2014-15)

Teachers are compensated on a statewide base schedule and receive various supplements based on the credentials of the teacher and the district in which they teach. The chart below includes the base salary schedule, benefit contributions, and additional supplements.



- 2015-16 Base Salary
- 2015-16 Bonus
- Average Local Supplement (2014-15 Estimate)
- Health Insurance Contribution (2015)
- State Retirement Contribution (2015)
- Total
- Total + National Board Supplement

Note: Average local supplements range from \$0-6,892.

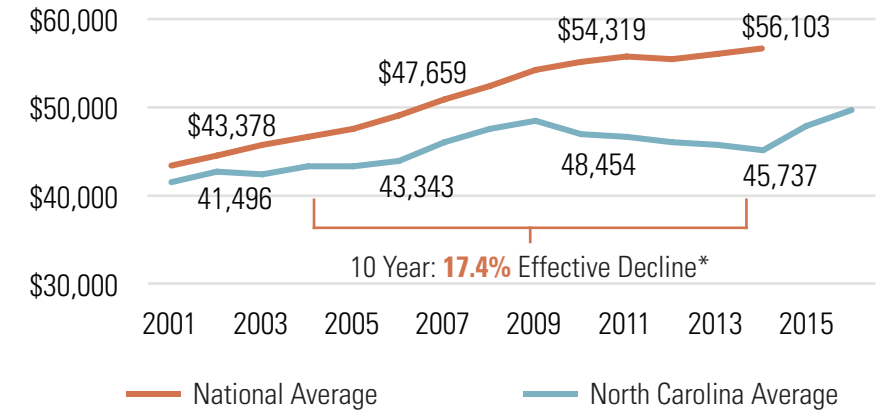
Sources: North Carolina Dept. of Public Instruction, Salary Schedule; North Carolina General Assembly, 2015-17 Budget.

North Carolina was ranked **43rd** in average teacher pay in 2014-15.

Source: National Education Association, 2014-15 Rankings Report



North Carolina vs. National Comparison of Average Teacher Compensation

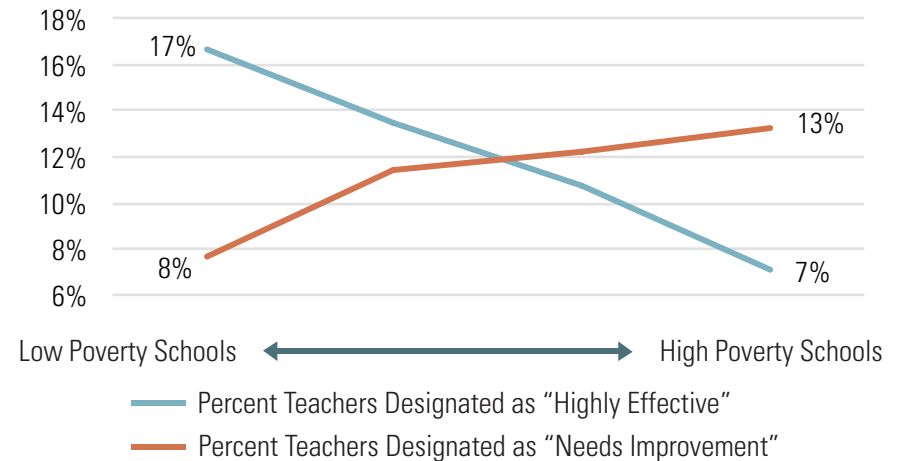


*Effective Decline: adjusted for inflation

Note: 2015-16 North Carolina Figures: Estimated based on average increase figures from Fiscal Research

Source: North Carolina Dept. of Public Instruction, 2015 Budget Highlights

Teacher Effectiveness by Student Poverty (2014)



Source: North Carolina Dept. of Public Instruction, 2014 Report to U.S. Dept. of Education

High poverty schools in North Carolina have the **lowest percentage** of highly effective teachers.

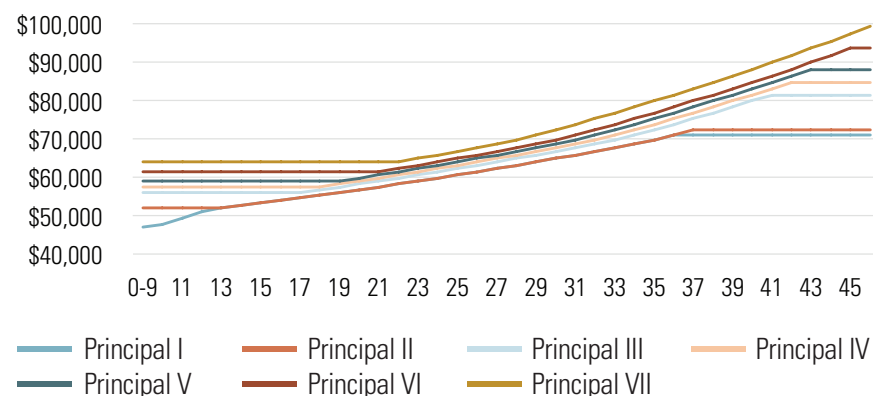


Principal Compensation and Benefits (2015-16)

Principals are compensated on a statewide schedule that is leveled based on the number of teachers a principal oversees, but is negotiable. Principals progress up the salary schedule by advancing in years of experience, or by moving to a school with more teachers.

Principal Level	Number of Teachers Overseen
Principal I	0 to 10
Principal II	11 to 21
Principal III	22 to 32
Principal IV	33 to 43
Principal V	44 to 54
Principal VI	55 to 65
Principal VII	66 to 100

Principal Base Salary Schedule by Level (2015-16)



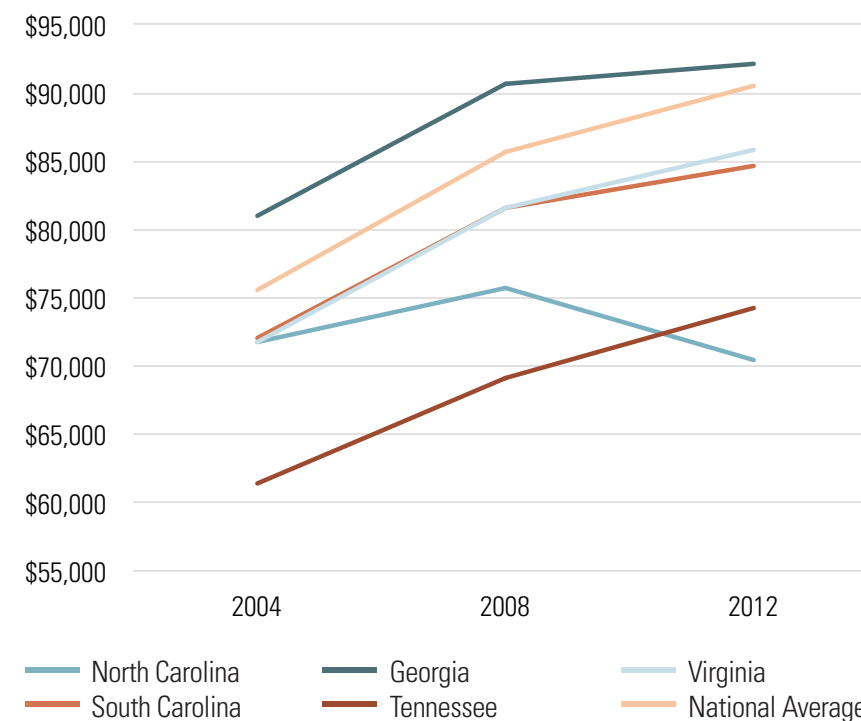
Note: Average local supplements range from \$0-\$33,065

Sources: North Carolina Dept. of Public Instruction 2015-16 Salary Guide; Statistical Profile Supplement Data

North Carolina has one of the highest principal turnover rates in the country, with the average principal leading a school for only 2.7-3.5 years.

Source: CHURN report from Connect, Lead, Succeed

Average Principal Salaries in the Southeast



Note: Averages are inflation-adjusted

Source: National Center for Education Statistics, Schools and Staffing Surveys, 2003-04, 2007-08 and 2011-12.

Average Higher Education Salaries (2013-14)

	North Carolina Average Salary	SREB State Average	Rank Among 16 Southern States
Public Four-Year Institutions	\$78,318	\$77,029	7
Public Two-Year Institutions	\$47,410	\$52,158	11

Source: Southern Region Education Board (SREB), State Data Exchange 2015



Educator Evaluations

Teacher Evaluations (2013-14)

Teachers are evaluated on six standards. Standards 1-5 are assessed during administrator observations that take place during the course of the year. The sixth standard is measured using state-administered standardized tests. In 2013-14, 97% or more of teachers scoring proficient and above on Standards 1-5, 84% of teachers met or exceeded student growth expectations as measured by standardized tests.

	Proficient and Above
STANDARD 1: Teachers demonstrate leadership	98.5%
STANDARD 2: Teachers establish a respectful environment for a diverse population of students.	97.4%
STANDARD 3: Teachers know the content they teach.	97.1%
STANDARD 4: Teachers facilitate learning for their students.	97.9%
STANDARD 5: Teachers reflect on their practice.	97.4%
	Meet or Exceed Growth
STANDARD 6: Teachers contribute to the academic success of students.	83.9%

Source: North Carolina Dept. of Public Instruction, Educator Effectiveness Website

Principal Evaluations (2013-14)

	Proficient and Above
STANDARD 1: Strategic Leadership The administrator leads the school staff in constant reflection on their vision, mission, and goals. The school leader guides the school through constant inquiry on how it prepares students for the future.	97.8%
STANDARD 2: Instructional Leadership The school leader creates an environment in which the staff is accountable for the performance of their students. The administrator leads the staff in the use of the best instructional practices and spurs collaboration between teachers.	97.5%
STANDARD 3: Cultural Leadership The school leader fosters a positive school culture focused on student achievement. He or she understands school traditions and values and uses them to create a sense of pride. When necessary, the administrator leads the school community to shape its culture into a more positive one.	98%
STANDARD 4: Human Resource Leadership The administrator creates a professional learning community through recruitment, induction, support, evaluation, development, and retention of high-performing staff.	98.1%
STANDARD 5: Managerial Leadership The school leader organizes the school and its systems in a manner that ensures efficiency and effectiveness in practices.	97.8%
STANDARD 6: External Development Leadership The administrator engages the community in the support and ownership of its schools.	98.1%
STANDARD 7: Micro-political Leadership The school leader uses diversity and constructive differences among staff members to push the school toward its goals. The administrator uses his or her awareness of staff needs, issues, and interests to build cohesion.	98.1%
	Meet or Exceed Growth
STANDARD 8: Academic Achievement Leadership The school leader contributes to the academic success of students. The work of the school leader results in acceptable, measurable progress for students.	71.9%

Note: District Superintendents and Assistant Superintendents are responsible for principal evaluations.



SECTION 3: Schools & Programs

Early Education Program Quality (2014)

North Carolina uses a range of one to five stars to rate early learning programs. Programs that meet minimum standards receive one star, while programs exceeding the basic requirements may volunteer to apply to receive up to five stars.

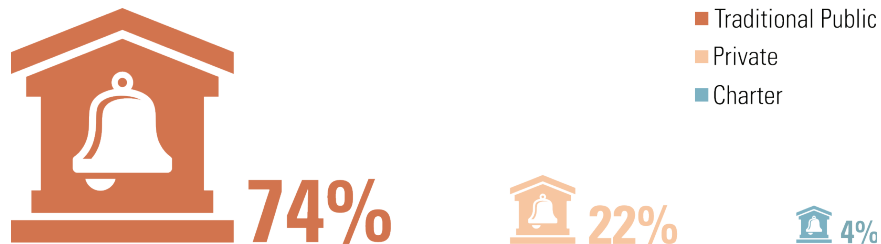
Note: Licensed early education programs include licensed child care centers and licensed family child care homes.
Sources: North Carolina Division of Child Development; National Institute for Early Education Research

Percent of North Carolina Children in 4 or 5 Star Programs

Child Care Centers (Infants & Toddlers):	69%
Child Care Centers (Ages 3-5):	78%
North Carolina Pre-K:	86%

Number of K-12 Schools by Type (2014-15)

Traditional Public:	2,434
Charter:	148
Private:	720
Regional:	1
Total Schools:	3,303



Sources: North Carolina Dept. of Public Instruction, Statistical Profile; North Carolina Division of Non-Public Education, 2014 Enrollment Report

SECTION 3: Schools & Programs



North Carolina Early College High Schools (2015)

Number of Schools:	79
Students Currently Enrolled:	16,482
Graduation Rate:	97%
Percent of Community College Courses Passed with C or Better:	82%
(2013)	

Note: Early College High Schools are public schools located on or affiliated with university or community college campuses, where students can earn both high school and college credit.

Source: North Carolina New Schools/Breakthrough Learning





SECTION 3: Schools & Programs

K-12 Five Largest and Five Smallest Districts by Student Population of 115 Districts (2014-15)

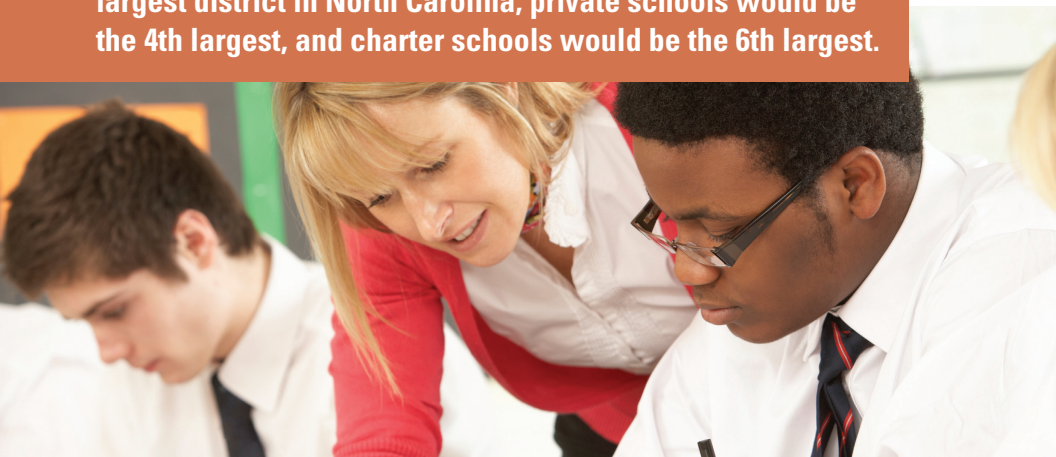
Five Largest by Student Population	
Wake County Schools	153,040
Charlotte-Mecklenburg Schools	144,763
Guilford County Schools	71,483
Winston Salem/Forsyth County Schools	53,615
Cumberland County Schools	50,082

Five Smallest by Student Population	
Graham County Schools	1,193
Jones County Schools	1,085
Weldon City Schools	933
Tyrrell County Schools	572
Hyde County Schools	568

Average District Size: **12,430** students

Source: North Carolina Dept. of Public Instruction, Statistical Profile

If homeschooling were a district, it would be the 3rd largest district in North Carolina, private schools would be the 4th largest, and charter schools would be the 6th largest.



North Carolina has **115 school districts.**
(otherwise known as Local Education Agencies or LEAs)

Sizes of North Carolina School Districts (2014-15)

Average Number of Students per District	Number of Districts	Average Number of Students	Total Number of Students (Combined)	Percentage of All Students in the State
100,000+	2	148,902	297,803	18.0%
75,000-99,999	0	--	--	--
50,000-74,999	3	58,393	175,180	10.6%
25,000-49,999	7	31,599	221,191	13.4%
10,000-24,999	23	16,623	382,332	23.2%
5,000-9,999	30	7,369	221,074	13.4%
1,000-4,999	47	2,761	350,858	21.3%
500-999	3	691	2,073	0.1%

29 % of the state's students were served by the largest five school districts in North Carolina in 2014-15.

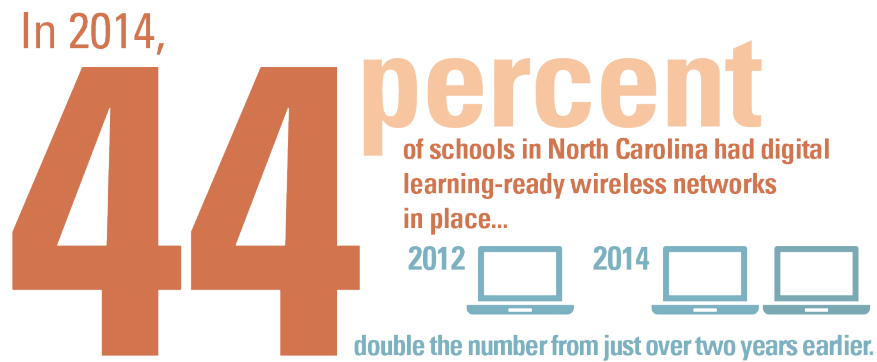
Source: North Carolina Dept. of Public Instruction, Statistical Profile



K-12 Access to Technology

North Carolina is nationally recognized as a leader in bringing broadband Internet access to public schools.

The School Connectivity Initiative (SCI) provides a fiber connection to almost every K-12 school in the state.



In 2015, the number of K-12 schools with digital learning-ready wireless will be greater than **60 percent**, supported by over **\$8M** in Race to the Top and **\$32M** in Federal E-Rate funding.

2015 Annual Media and Technology Report survey:

- **684** schools representing 93 districts and 20 charter schools have **1:1 computing initiatives**
- **631** schools estimate that **less than 50%** of their students have home Internet access

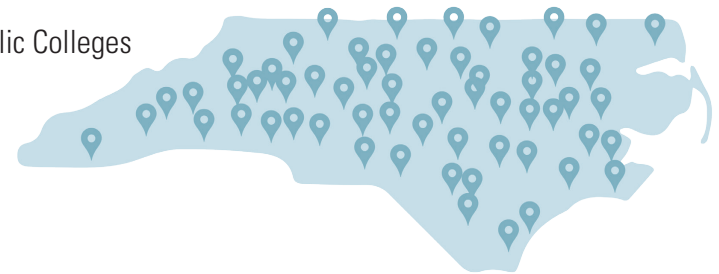
Source: The Friday Institute for Educational Innovation



Number of Higher Education Institutions in North Carolina (2014)

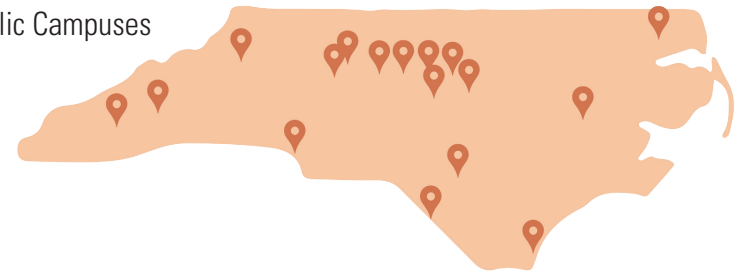
Community Colleges

58 Public Colleges



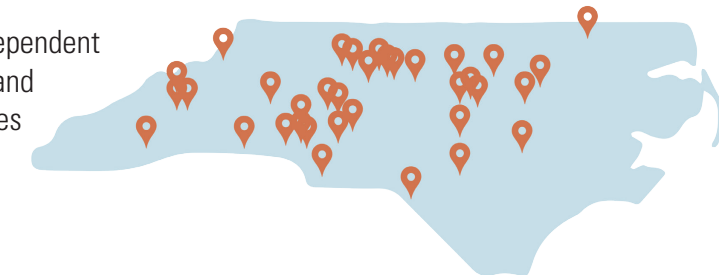
UNC System

17 Public Campuses



North Carolina Independent Colleges and Universities

36 Independent Colleges and Universities





SECTION 4: Finance



\$8,776

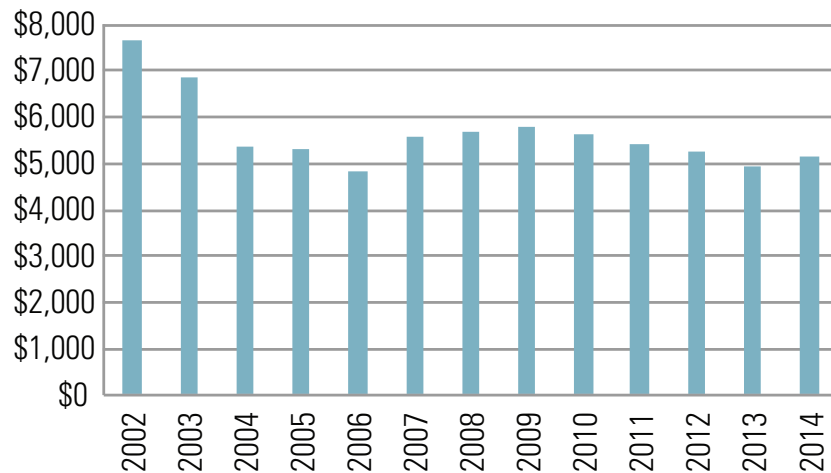
K-12 Average Per Pupil Spending (2014-15)

Per Pupil Spending on North Carolina Pre-K Program (2014)

State spending per child enrolled in North Carolina Pre-K: **\$5,173**
 Total spending per child enrolled in North Carolina Pre-K: **\$7,351**
 (includes federal, state and local funds)

Source: National Institute for Early Education Research, 2014 Yearbook

Per Pupil State Spending on NC Pre-K Over Time*



*Spending in constant 2014 dollars.

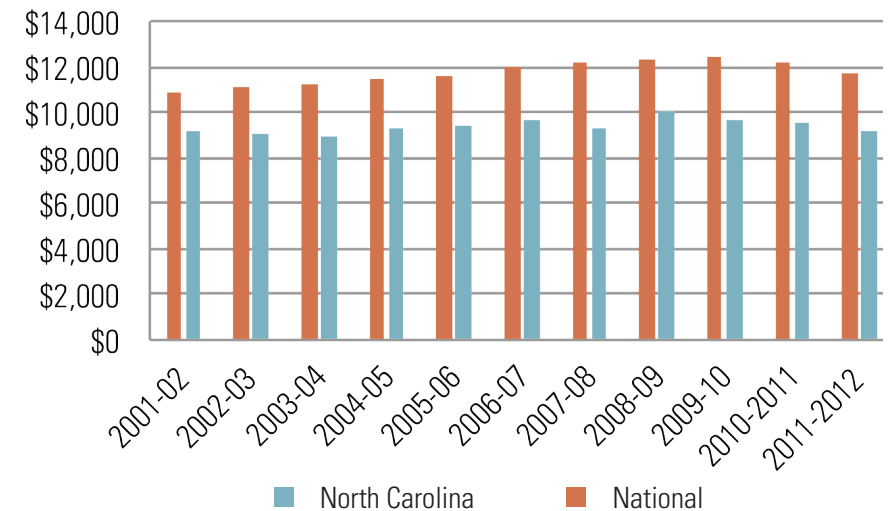
Source: National Institute for Early Education Research, 2014 Yearbook

Average K-12 Per Pupil Spending by Source (2014-15)

Average State: **\$5,638 (64%)**
 Average Federal: **\$1,005 (11%)**
 Average Local: **\$2,133 (25%)**
Total: \$8,776

Source: North Carolina Dept. of Public Instruction, Statistical Profile

Trends in K-12 Per Pupil Spending (Includes Federal, Local and State, Constant 2013-14 Dollars)



Source: National Center for Education Statistics, 2014 Digest Tables

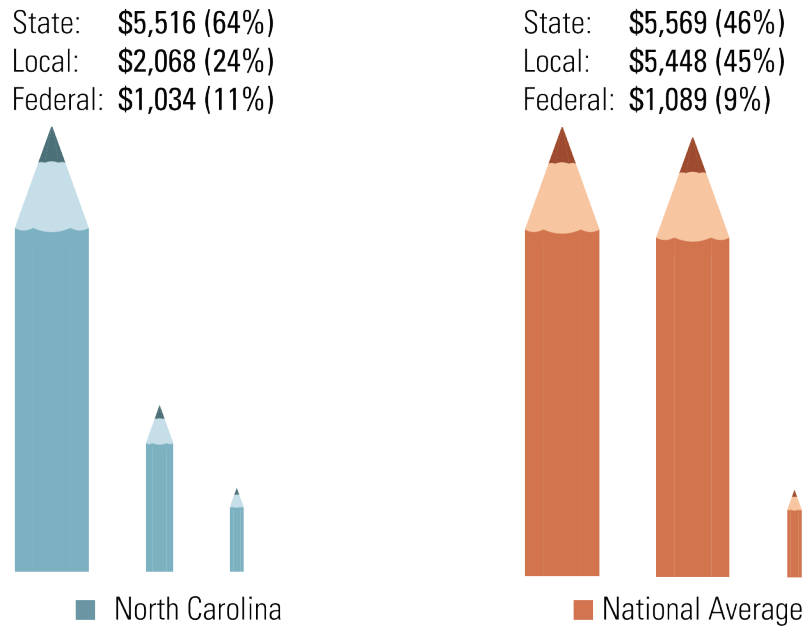


North Carolina Ranked 46th

in the country in total K-12 per-pupil spending in 2014-15 in constant dollars, but 39th in cost of living adjusted dollars.

Source: National Education Association, 2014-15 Rankings

How North Carolina Finances K-12 Education Compared to National Average (2013-14)



Sources: North Carolina Dept. of Public Instruction, Statistical Profile; U.S. Census Bureau, June 2015 Public Education Finances Report

North Carolina earned an 'A' for Academic Return on Financial Investment in 2014.

Source: United States Chamber of Commerce, Leaders and Laggards: A State by State Report Card on K-12 Educational Effectiveness



K-12 School Districts

Five Districts with Most Additional Local Funding (2014-15)

Rank	LEA	Local Per Pupil Additional	Total Average Per Pupil
1	Chapel Hill/Carrboro City Schools	\$5,618	\$11,349
2	Asheville City Schools	\$4,493	\$11,260
3	Dare County Schools	\$4,424	\$11,005
4	Durham County Schools	\$3,772	\$10,634
5	Orange County Schools	\$3,716	\$10,132

Five Districts with Least Additional Local Funding (2014-15)

Rank	LEA	Local Per Pupil Additional	Total Average Per Pupil
115	Robeson County Schools	\$741	\$9,074
114	Halifax County Schools	\$877	\$11,777
113	Columbus County Schools	\$962	\$9,252
112	Greene County Schools	\$1,032	\$9,725
111	Hoke County Schools	\$1,052	\$8,341

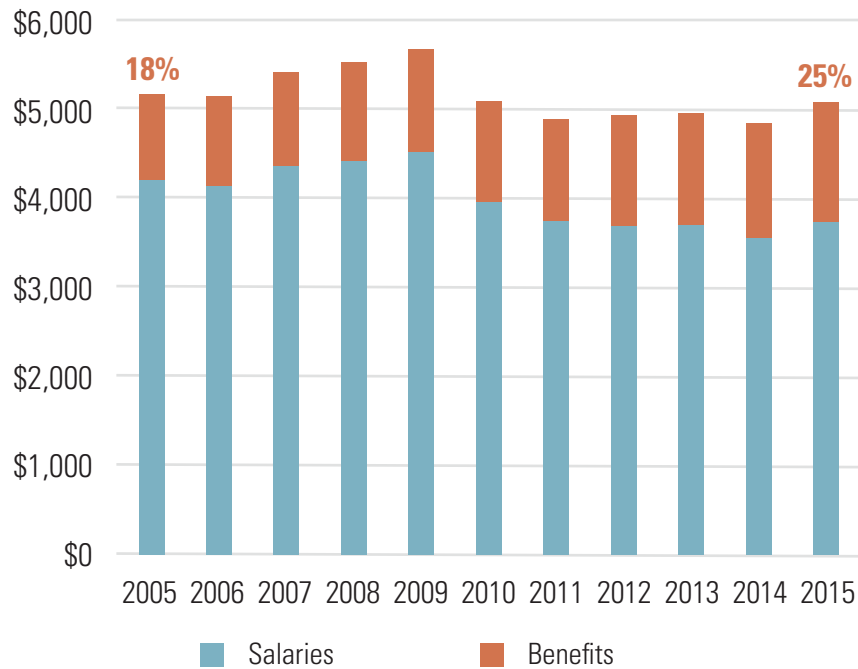
The five districts that spent the most per pupil in 2014-15 (including state, local, and federal funding) spent an average of \$14,118 per pupil. The five districts that spent the least per pupil spent an average of \$7,742 per pupil. The difference in spending is \$6,376 per pupil, which adds up to a \$159,403 difference in spending on a class of 25 students.

Source: North Carolina Dept. of Public Instruction Statistical Profile



SECTION 4: Finance

State Personnel Expenditures Per Pupil in 2014-15 Dollars



Source: North Carolina Dept. of Public Instruction, Statistical Profile

Spending on K-12 School Capital by Source (2013-14)



Note: Capital refers to school buildings and other construction

Source: North Carolina Dept. of Public Instruction, Budget Highlights



North Carolina ranks 9th in the country for percentage of education funding provided by the state. This reflects North Carolina's commitment to fund teachers at the state level to avoid local hiring inequities.

Source: U.S. Census Bureau, 2015 report of FY 2013

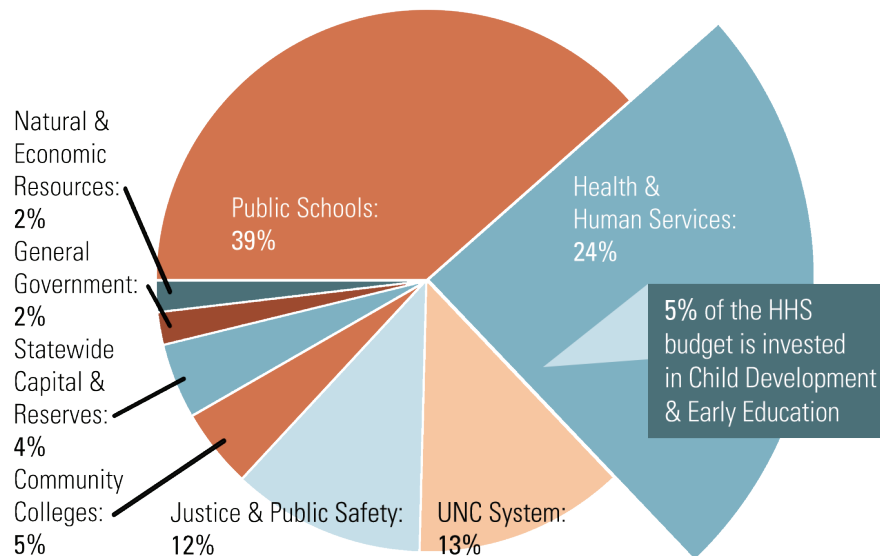


SECTION 4: Finance

North Carolina State General Fund Appropriations (2014-15)

Public Schools	\$8,516,769,297
Community Colleges	\$1,069,066,998
UNC System	\$2,746,562,578
Health & Human Services	\$5,130,549,526
Division of Child Development & Early Education	\$232,462,829
Justice & Public Safety	\$2,502,912,688
General Government	\$391,684,103
Natural & Economic Resources	\$465,934,424
Statewide Capital & Reserves	\$900,000,000
Total	\$21,723,479,614

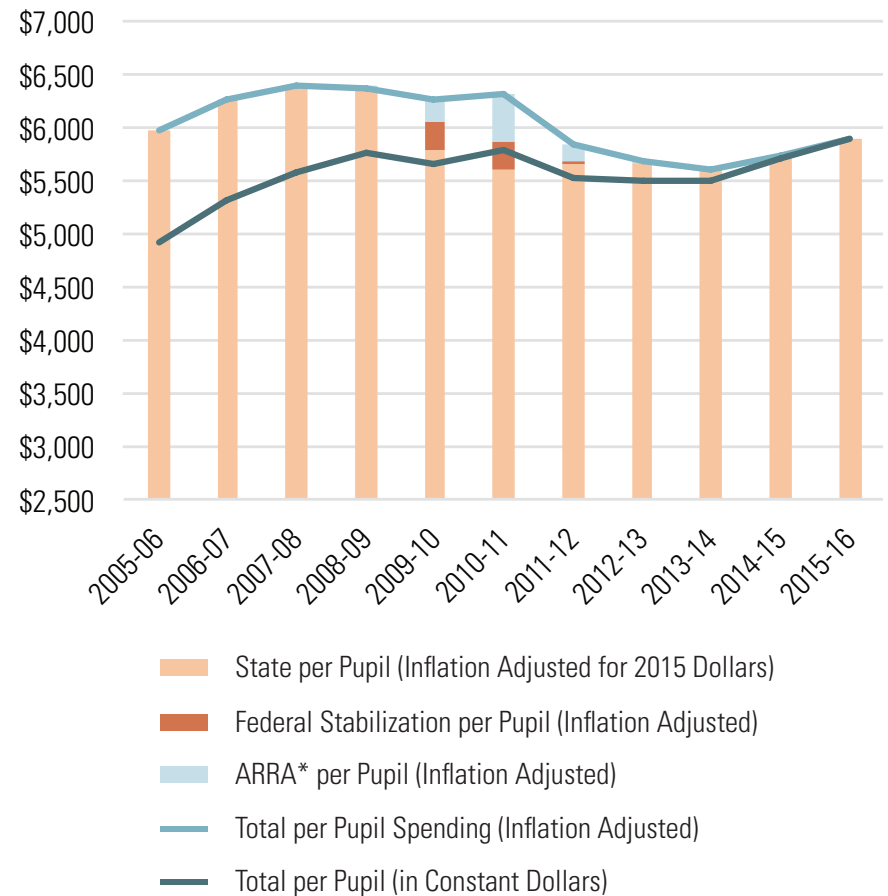
Source: North Carolina General Assembly, 2014-15 Annual Budget



Sources: North Carolina General Assembly, 2014-15 Annual Budget



Historical State K-12 Per Pupil Funding



*ARRA: American Recovery and Reinvestment Act of 2009

Sources: North Carolina Dept. of Public Instruction; North Carolina General Assembly



SECTION 5: Achievement

SECTION 5: Achievement



North Carolina Read to Achieve

Q: What is Read to Achieve?

The Read to Achieve Program was established in the Excellent Public Schools Act (HB 250) by the North Carolina General Assembly in 2012. The primary goal of the program is to ensure that every student is at or above grade level in reading by the end of 3rd grade.

Q: What are the key components of Read to Achieve in North Carolina?

1. Kindergarten Entry Assessment within the first 30 days of school.
2. Kindergarten through 2nd grade: Monitoring of student progress using formative and diagnostic assessment tools.
3. 3rd Grade:
 - a. Beginning-of-grade reading assessment
 - b. Formative and diagnostic assessments
 - c. Teachers may start student reading portfolios for students who need additional monitoring
 - d. End-of-grade assessment
4. State-provided summer school for students who are not proficient in reading by the end of 1st, 2nd or 3rd grade.
5. Various retention and promotion decisions based on student proficiency (no social promotion).

Q: Why does North Carolina place an emphasis on improving 3rd grade literacy?

Data suggests that children who cannot read proficiently by the end of 3rd grade have significantly worse outcomes later in life compared to their peers. In addition, 3rd grade marks the point where students transition from “learning to read” to “reading to learn.” If students are unable to read proficiently by the end of third grade, they will struggle to learn by reading in subsequent grades.

Q: What other states have a K-3 reading policy similar to North Carolina?

Florida, Mississippi, Oklahoma, Colorado, Washington, Indiana, Ohio, and South Carolina.

Q: What impact have other states seen as a result of improved literacy policy?

Florida 2013 NAEP scores show that the state’s 4th graders outperform the national average in reading by more than half a grade level. In addition, all subgroups of students in Florida outperform the subgroup national average by at least half a grade level. Hispanic 4th graders score two full grade levels above their peers.

Q: Can North Carolina expect to see results comparable to Florida?

While North Carolina’s Read to Achieve program is similar, Florida’s program contains elements that we have not pursued in North Carolina. Most notably, Florida provides voluntary Pre-K for all four-year-olds, and gives K-3 teachers intensive training and coaching in literacy. Florida also requires that retained 3rd graders be placed with a “highly effective” teacher for literacy instruction. Given those differences, it is difficult to predict whether or not North Carolina will see the same progress that occurred in Florida.



North Carolina and the Common Core State Standards

Q: What are the Common Core State Standards?

The Common Core State Standards are a set of goals and expectations that describe what students should know and be able to do at each grade level, kindergarten through 12th grade, in math and English language arts. Developed by governors and state commissioners from 48 states, the Common Core State Standards are not federal standards and can be adopted in whole or in part by states.

Q: What standards did North Carolina have before the Common Core?

North Carolina has had statewide standards for student learning, known as the *North Carolina Standard Course of Study*, for more than 50 years. Historically, the *Standard Course of Study* has included standards in all subjects, including math and English language arts, social studies, the arts, healthful living, career and technical education, and world languages.

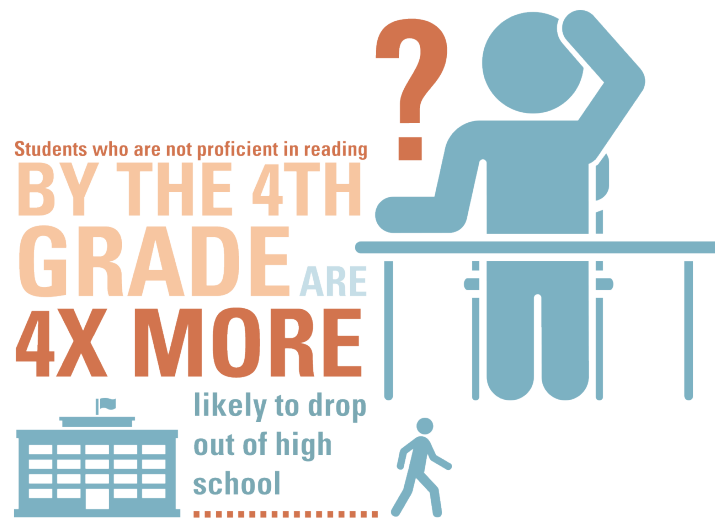
Q: What happened to Common Core in North Carolina, and what standards does the state have now?

The Common Core State Standards for Math and English/Language-Arts were adopted by vote of the North Carolina State Board of Education in 2010. In 2015, the State Board of Education began its regular standard review process, as it does every five years.



End of 3rd grade reading proficiency is the single greatest predictor of high school graduation and later success.

Source: Annie E. Casey Foundation, Kids Count Report



Source: Annie E. Casey Foundation, Kids Count Report

38% of North Carolina 4th grade students scored at a proficient level on the 2015 NAEP Reading Assessment (up from 35% in 2013).

Source: Nation's Report Card, National Assessment for Educational Progress



K-12 Statewide Assessments

Test	State	Federal
Kindergarten Entry Assessment	✓	
K-3 mClass Reading (various assessments)	✓	
3rd grade Beginning-of-Grade Reading	✓	
3rd-8th grade End-of-Grade tests in both math and English, also in Science for 5th & 8th grade		✓
End-of-Course in Biology, Math I, and English II		✓
ACT testing suite, given in 8th, 10th, and 11th grades	✓	
North Carolina Final Exams, given in otherwise untested grades and subjects	✓	
Career & Technical Education (CTE) assessments in all CTE courses		✓

Note: All assessments above are given to the majority of students in North Carolina.

Subgroups of students, such as English Language Learners and AP/IB students, participate in additional state and federal testing. In addition, local districts often require additional assessments, such as interim or benchmark tests, that provide educators in the district with additional information about student growth and achievement. A statistical sample of students in North Carolina also takes the National Assessments for Educational Progress (NAEP) every two years.

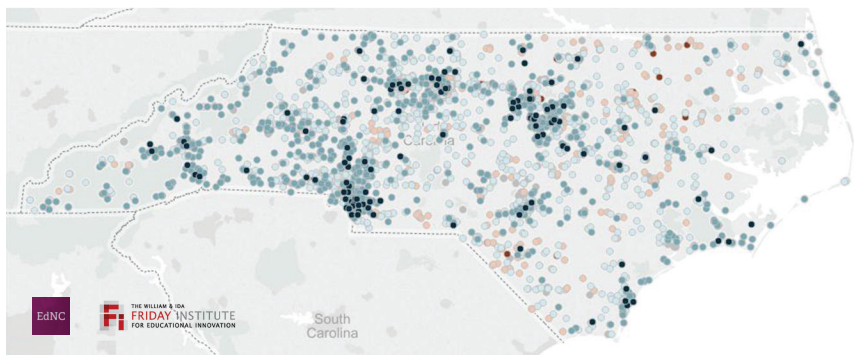
Source: North Carolina Dept. of Public Instruction, Testing Program

North Carolina has led the nation in accountability since the establishment of the ABCs of Public Education in 1995. Long before No Child Left Behind (2001) and federal testing mandates, North Carolina administered end-of-grade and end-of-course assessments.



K-12 School Performance Grades

K-12 Public Schools Characterized by Overall School Performance Grades* (2014-15)



■ A ■ B ■ C ■ D ■ F ■ No Score

In the 2013 legislative session, the North Carolina General Assembly passed G.S. §115C-83.15, which assigns every school in the State a letter grade (A-F) based on the school's growth and performance.

Grade calculation: 80% school achievement score + 20% growth

School grades are assigned on a 15-point scale*:

A = 85-100; B = 70-84; C = 55-69; D = 40-54; F = < 40

*The 15-point scale is only in effect through 2015-16 school year

Example:

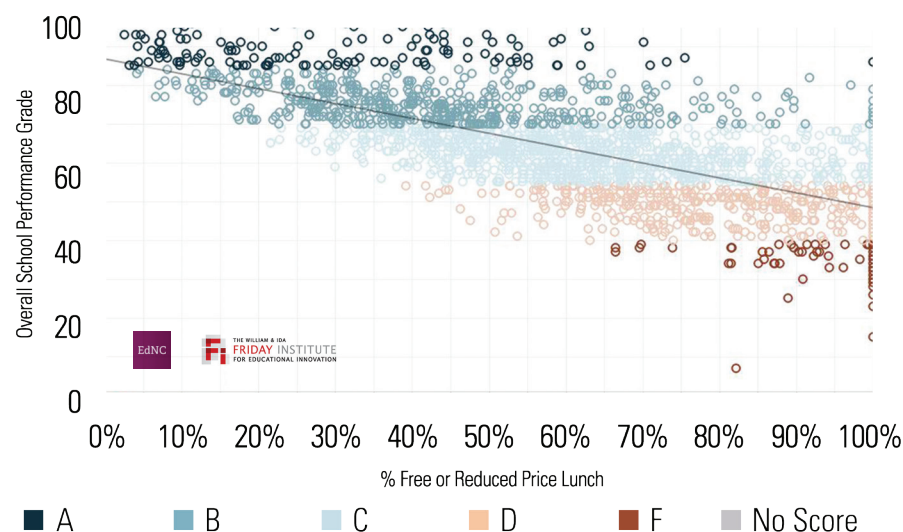
School Achievement Score: 70
 School Growth Score*: 100
 Grade: $(70 \cdot .80) + (100 \cdot .20) = 56 + 20 = 76 = B$

Note: School growth reports whether, on average, students at a school exceed, meet or do not meet expectations defined and calculated in EVAAS

Source: North Carolina Dept. of Public Instruction 2014-15 School Performance Grades Report



K-12 School Performance Grade with School-Specific Free and Reduced-Price Lunch Rate (2014-15)



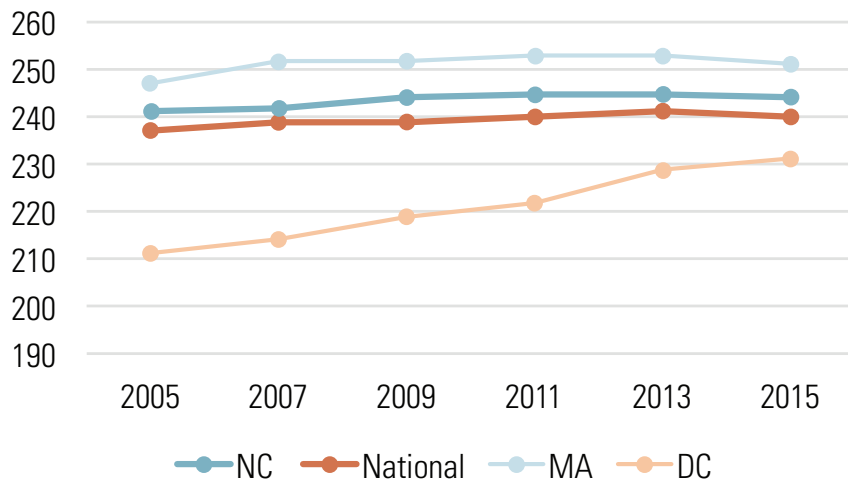
■ A ■ B ■ C ■ D ■ F ■ No Score

Note: This data represents 2,260 schools across the state of North Carolina. Schools with grade letters of I (incomplete, 28 schools) or N/A (not applicable, 120 schools) are not included in the data set. This data does not include charter schools

Source: North Carolina Dept. of Public Instruction, 2014-15 School Performance Grades Report



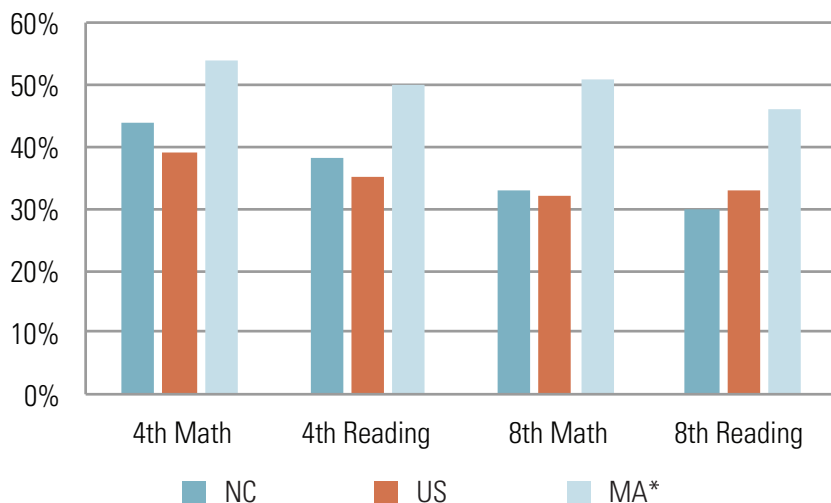
NAEP 4th Grade Math Scores – National Trends (2005-15)



Note: MA is highest performing, and DC is fastest growing

Source: Nation's Report Card, National Assessment for Educational Progress

Percent of Students Proficient on NAEP (2015)

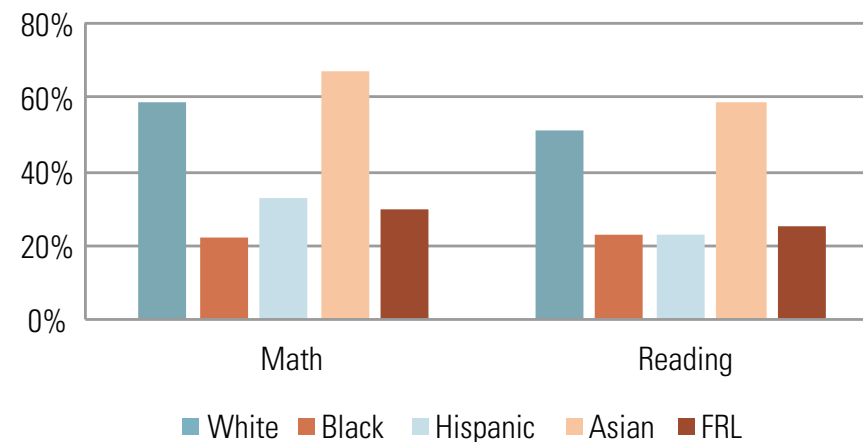


*MA is the highest performing state in all four areas

Source: Nation's Report Card, National Assessment for Educational Progress



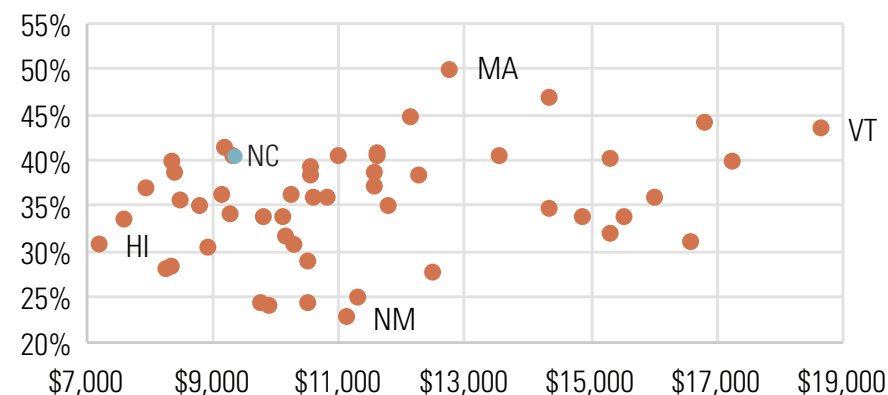
Percentage of Students Scoring Proficient or Above on 4th Grade Reading NAEP (2015)



Note: FRL is when student qualifies for Free or Reduced-Price lunch. See pg. 10 for a more detailed definition.

Source: Nation's Report Card, National Assessment for Educational Progress

Per Pupil Spending Adjusted for Cost of Living and Average NAEP Proficiency (2014-15)



Source: Nation's Report Card, National Assessment for Educational Progress

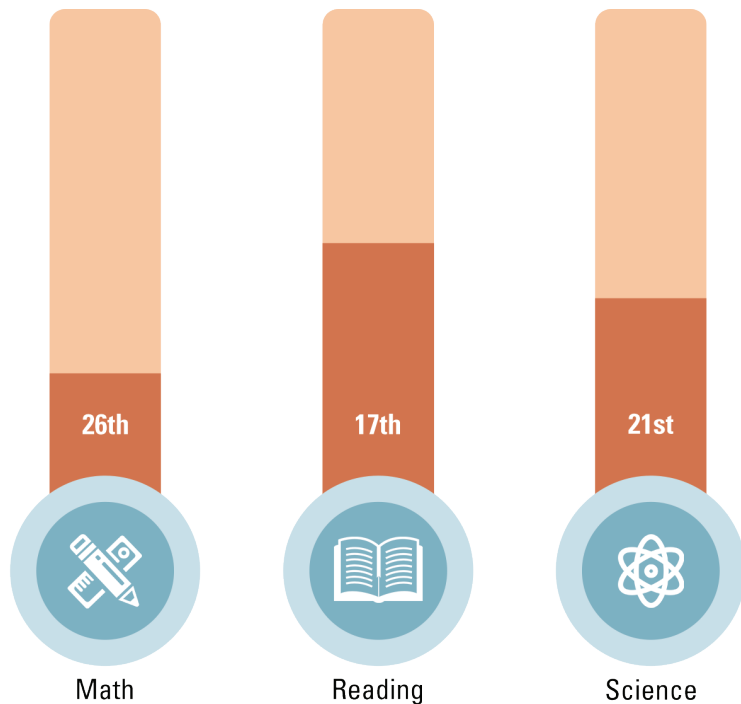


North Carolina and International Achievement Comparisons

North Carolina participates in two international exams, the PISA (Program for International Student Assessment), given to 15-year-olds in reading, math and science, and TIMSS (Trends in International Mathematics and Science Study), taken by fourth and eighth grade students in math and science.

Note: North Carolina-specific data are not yet available, but will be in 2016.

United States PISA Ranking Among 34 OECD Countries (2012)



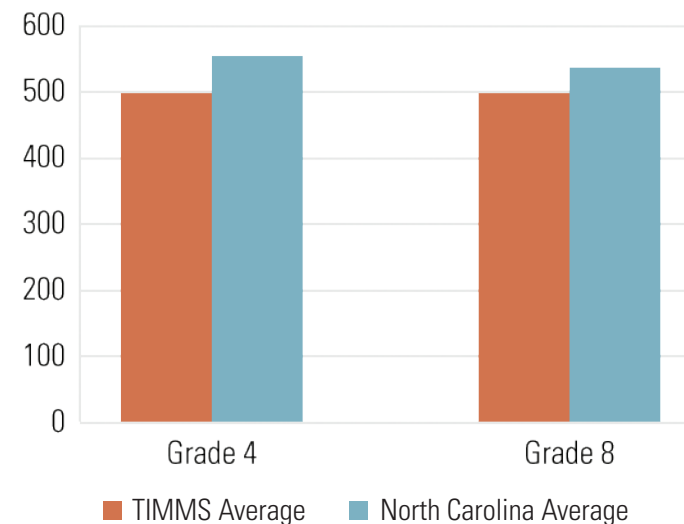
Note: U.S. 2015 results expected in late 2016

Source: 2012 PISA Report



On TIMSS, North Carolina students in 4th and 8th grade rank above the international average and the average of participating United States states in both science and math. However, because of the limited number of participating countries and United States, we find these data inconclusive about North Carolina's international competitiveness.

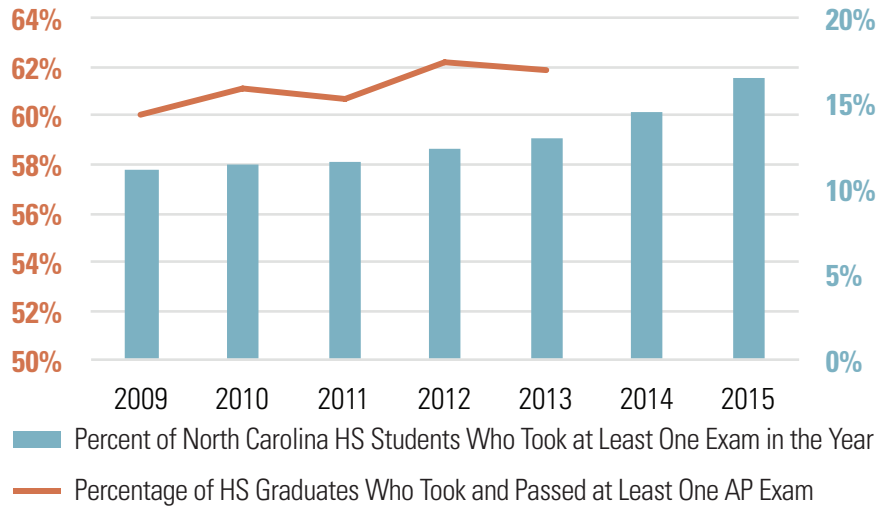
TIMSS Scores (2011)



Source: 2011 TIMSS Report

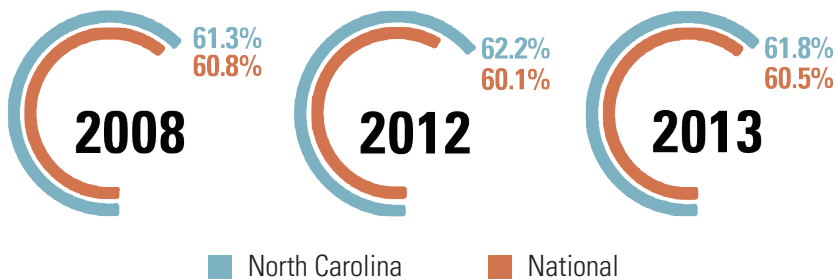


AP Exam Participation and Performance



Source: The College Board, Annual AP Test Reports

Percentage of Students Who Took and Passed at Least One AP Exam

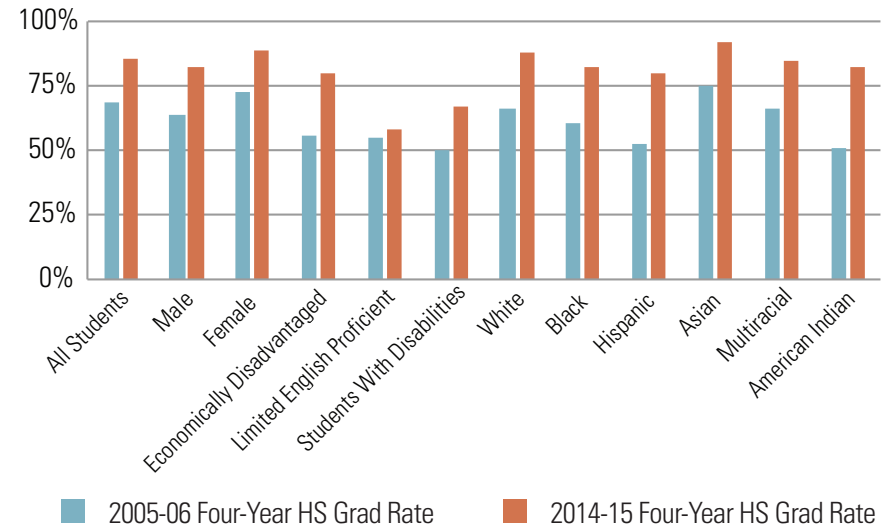


Source: The College Board, Annual AP Test Reports

In 2014, the North Carolina General Assembly made the AP exam free of charge for any student enrolled in an AP class.

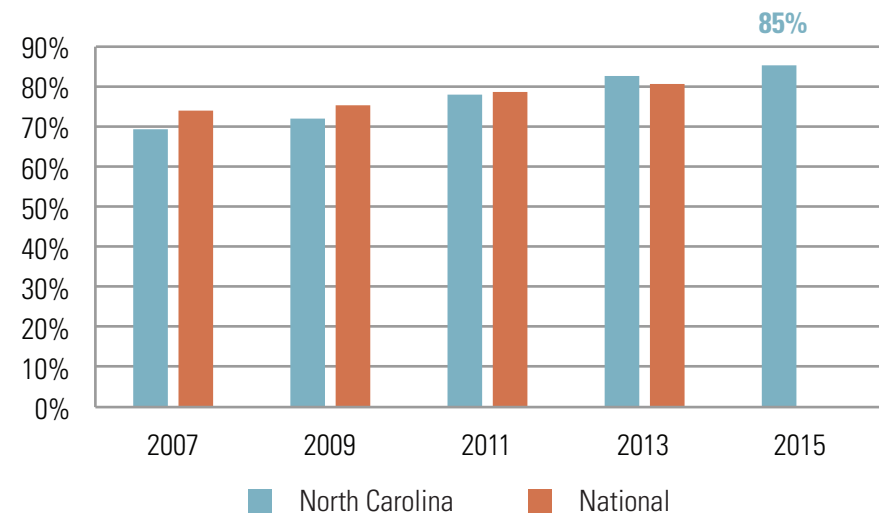


K-12 High School Graduation Rates Over Time by Subgroup



Source: North Carolina Dept. of Public Instruction, Annual Graduation Rate Reports

Four-Year Cohort High School Graduation Rate by Year



Note: National data only reported through 2013

Sources: National Center for Educational Statistics 2014 Digest Tables; North Carolina Dept. of Public Instruction, Graduation Rate Website

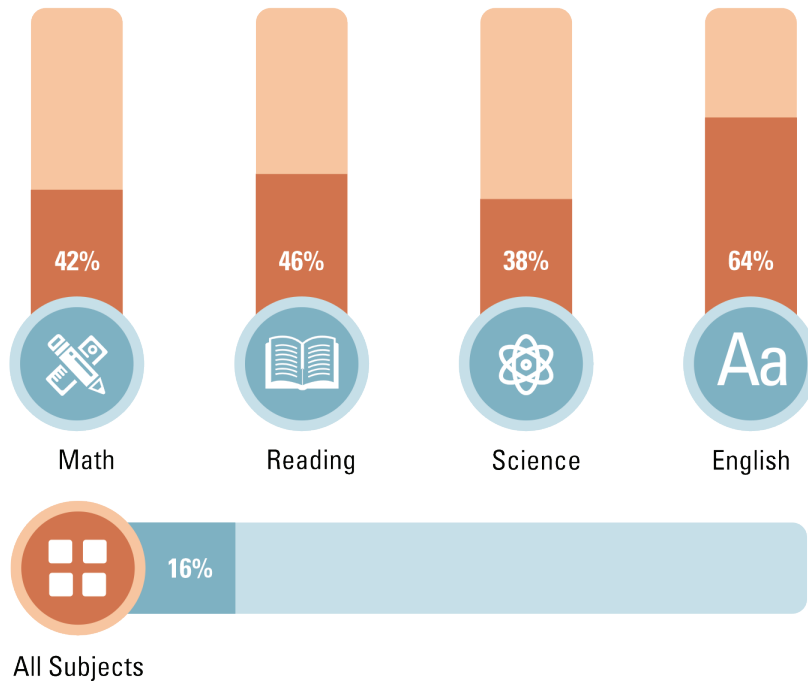


College Preparedness

The ACT and the SAT are both used to measure college preparedness among high school students. In North Carolina, all high school juniors are required to take the ACT. Students are not required to take the SAT, but many opt to do so.

The ACT

Percentage of ACT-Tested High School Students Who Met College Readiness Benchmark (2015)

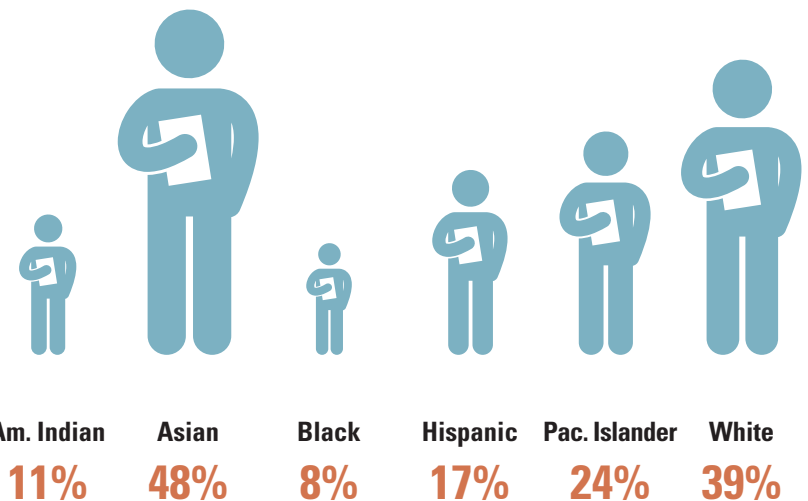


46% of North Carolina high school graduates met none of the four ACT college readiness benchmarks (2015).

Source: ACT, 2015 Report



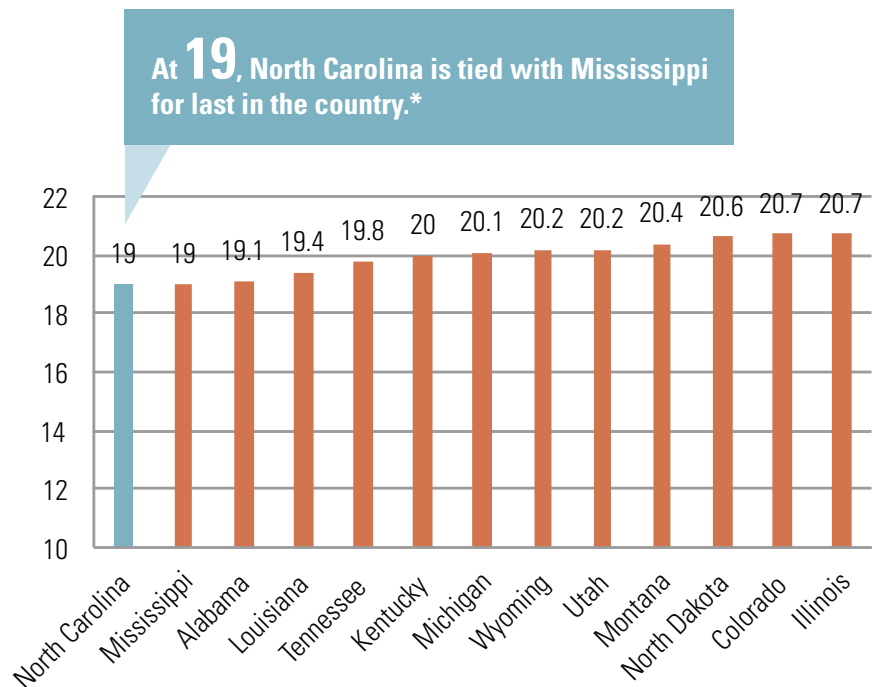
Percent of ACT-Tested High School Graduates Meeting Three or More Benchmarks by Race/Ethnicity (2011-15)



Source: ACT, 2015 Report



ACT Composite Score Comparisons (2015)



*Compared to the other 12 states that mandate the ACT for all 11th grade students

National Average Composite Score: **21***

*Scores based on a 36-point scale

Source: ACT 2015 Report

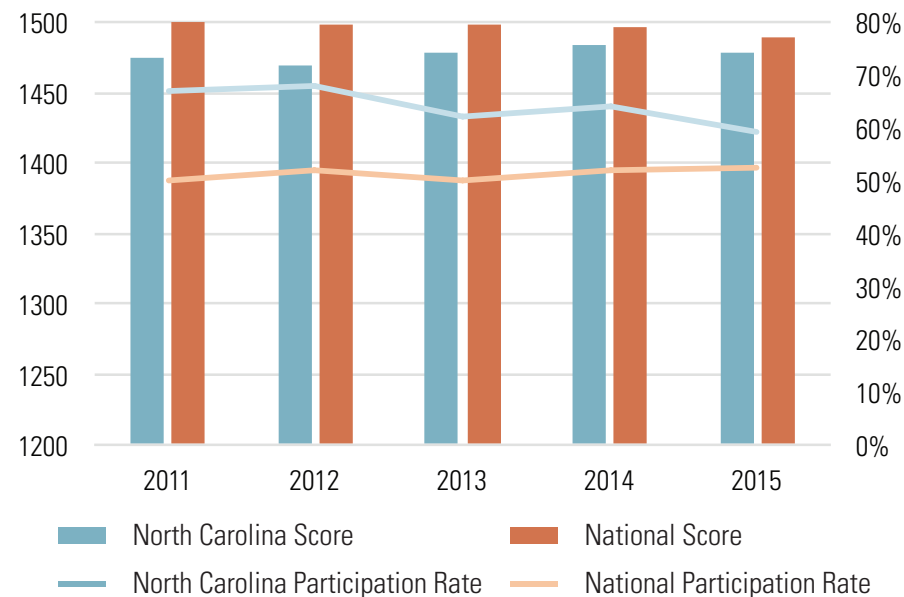
38 % of students received a composite score of 16 or below on the ACT, and are therefore ineligible for entry into the UNC-system. The minimum ACT entry score for an UNC-system institution is 17.

Percentage of North Carolina New Schools Early College High School Students who Scored 17+ on ACT: **84%**

Source: ACT, 2015 Report



Average SAT Score (Out of 2400) and Participation Rates (2015)



Source: The College Board, SAT Report





67% of North Carolina HS graduates enrolled in an institute of higher education within 16 months of receiving a regular HS diploma in 2012

Source: North Carolina Dept. of Public Instruction, 2013-14 High School Graduate Postsecondary Enrollment Report



FAFSA

The Free Application for Federal Student Aid (FAFSA) must be filled out by anyone seeking to receive federal aid to help finance their higher education expenses.

FAFSA Completion Rate (2014-15)



Source: US Dept. of Education, FAFSA Completion Tracker

Student Debt (Class of 2014)

Average Debt, 4-year Public	\$24,358
Average Debt, 4-year Private	\$28,012

North Carolina ranks 37th out of 50th in Class of 2014 student debt, with 1st place being the state with the highest average student debt.

Source: Institute for College Access & Success, 2015 Report

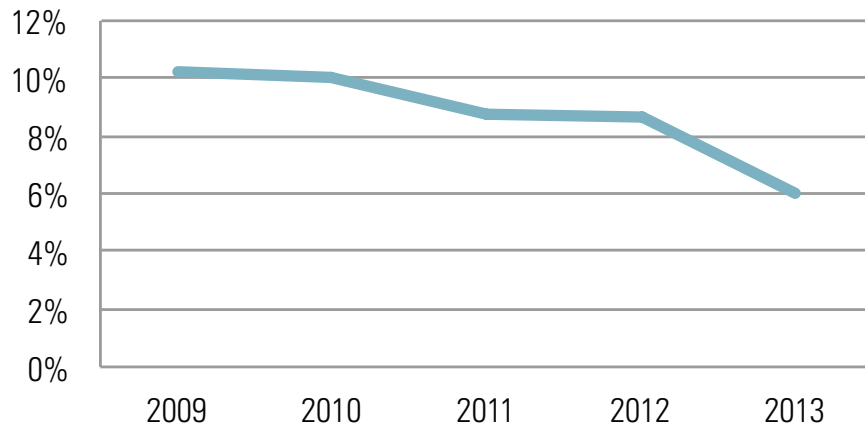
"The General Assembly shall provide that the benefits of The University of North Carolina and other public institutions of higher education, as far as practicable, be extended to the people of the State free of expense."

– Article IX, Section 9, North Carolina Constitution



Remediation

First-Time, Full-Time Freshmen Remedial Course Enrollment at all UNC Institutions



Source: 2014 UNC Report to the General Assembly on Remedial Education

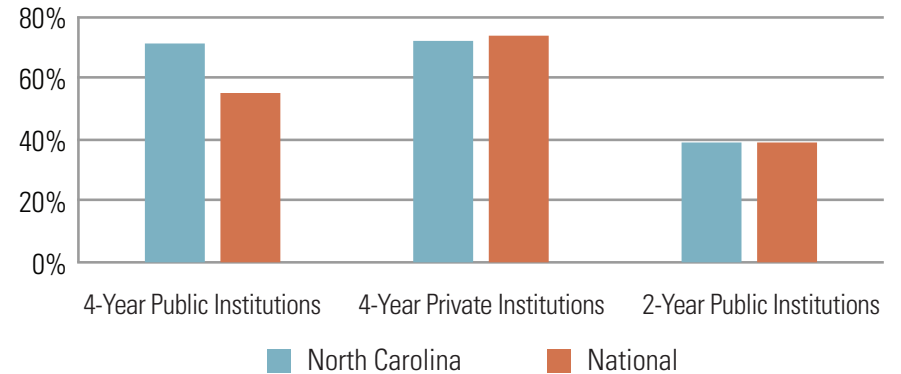


52 % of students who graduated from a North Carolina high school and enrolled in a North Carolina community college took one or more remedial courses (2013).

Source: North Carolina Dept. of Public Instruction



Six-Year Higher Education Completion Rates (Fall 2008 Cohort)



Source: National Student Clearinghouse, 2015 Signature Report

UNC Six-Year Completion and Enrollment by School (2008 First-Time, Full-Time Freshmen)

Campus	Enrollment	Completion
Appalachian State University	2,773	70%
East Carolina University	4,522	59%
Elizabeth City State University	636	39%
Fayetteville State University	579	35%
NC A&T State University	1,592	48%
NC Central University	1,026	47%
NC State University	4,660	76%
UNC Asheville	586	64%
UNC Chapel Hill	3,852	90%
UNC Charlotte	3,060	55%
UNC Greensboro	2,472	56%
UNC Pembroke	1,057	34%
UNC School of the Arts	164	61%
UNC Wilmington	2,069	71%
Western Carolina University	1,219	58%
Winston-Salem State University	1,353	46%

Source: UNC Data Dashboard



73% of students who attend UNC-system schools after receiving their Associate's degree from the NCCCS graduate with a Bachelor's degree within four years.

Source: North Carolina Dept. of Public Instruction

Employment

North Carolina Community College System (NCCCS) Graduates (2011-12)

Employed in North Carolina within one year	79%
Mean annual wage after one year	\$21,122
Enrolled in additional public higher education after one year	48%
Enrolled or employed after one year	90%

UNC System Graduates (2011-12)

Employed in North Carolina within one year	75%
Mean annual wage after one year	\$22,322
Enrolled or employed after one year	79%

Source: NC Tower



Nearly **50%** of employers use workforce development and education to help meet employment and training needs



Mean Annual Wages After 5 Years (2007-08 Graduates, Employed in North Carolina)

UNC Annual Wage:	\$37,318
NCCCS Annual Wage:	\$32,431

Source: NC Tower

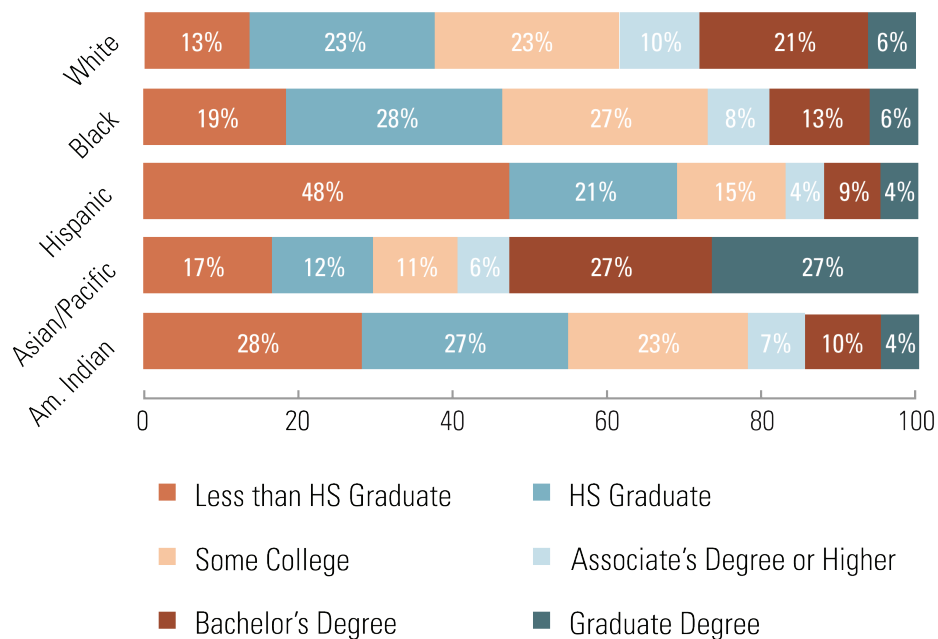


42% of North Carolina employers cited "lack of education credentials" as a reason for hiring difficulties.

Source: 2014 NC Dept. of Commerce, Employer Needs Survey



North Carolina Educational Attainment by Race/Ethnicity (2013)



Source: 2013 Census Bureau, American Community Survey



27.3 % of North Carolina residents have a Bachelor's Degree or Higher (persons 25+, 2009-13). National Average: 28.8%

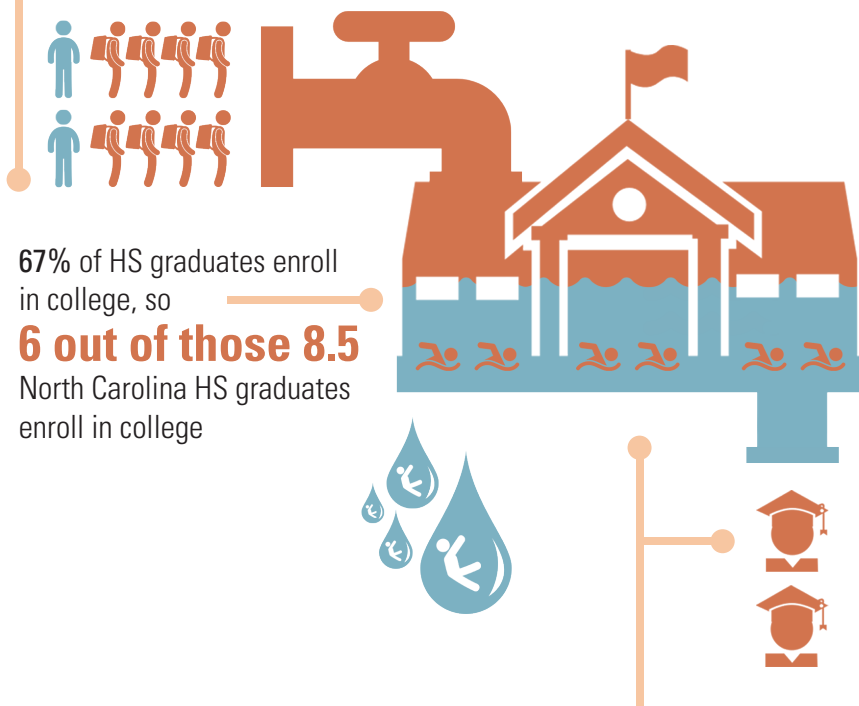
Source: United States Census American Community Survey (Persons 25+, 2009-2013).



Putting It All Together

In North Carolina, **8.5 out of 10** students graduate from high school.

2015 4-Year North Carolina High School Graduation Rate: 85%

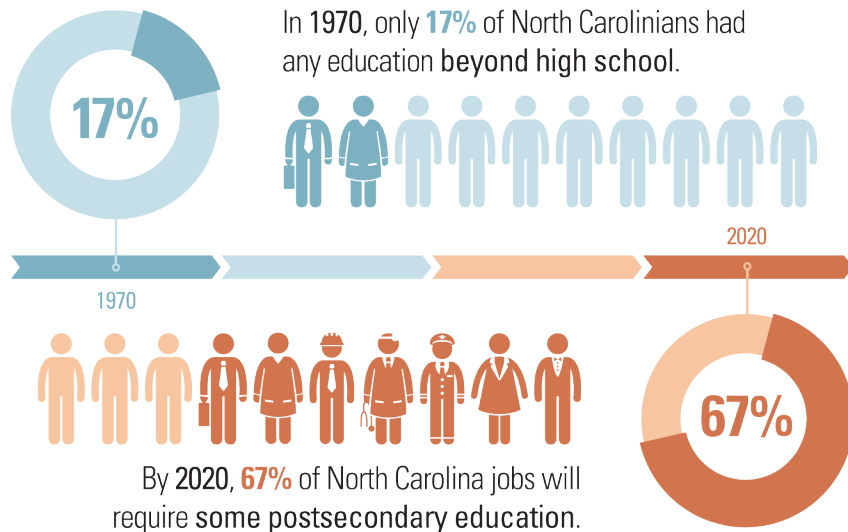


Of those 6 students, **2 students** will graduate from a 2- or 4-year institution within 6 years.

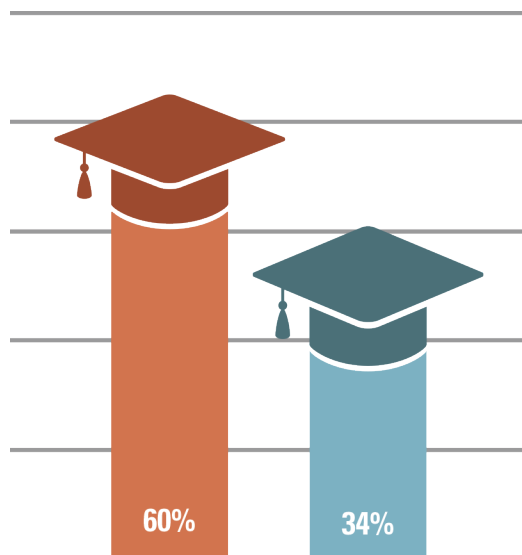
North Carolina Public 2-Year College Completion Rate: **39%**



SECTION 5: Achievement



Sources: Georgetown University Center for Education in the Workforce, 2014 Report; 2014 American Community Survey 1-Year Estimates; 1970 Census



Source: 2014 American Community Survey 1-Year Estimates

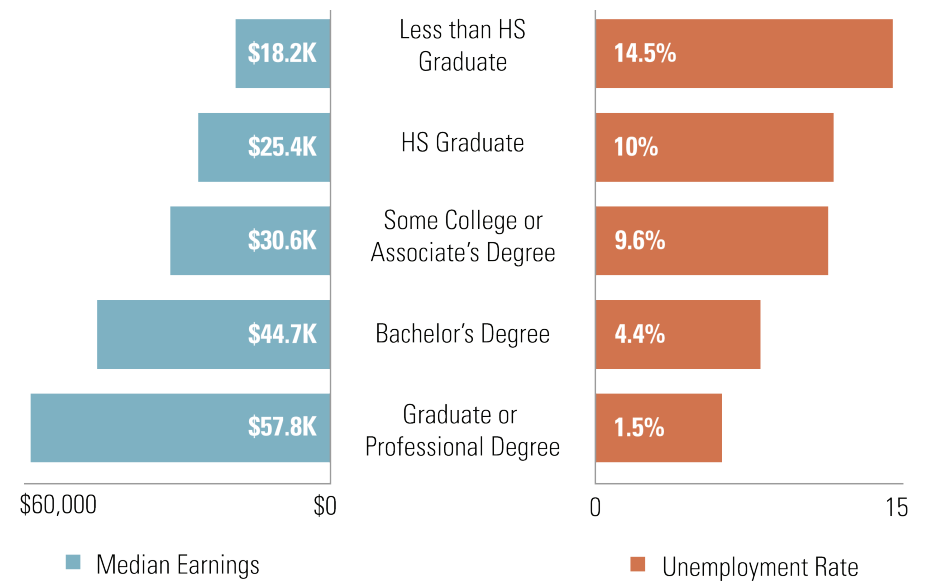
In 2014...

60% of North Carolina adults had some post-secondary education

34% of adults age 25 and older in North Carolina had an associate's degree or higher



North Carolina Median Earnings and Unemployment Rate by Education Level (2013)



Sources: Bureau of Labor Statistics and American Community Survey



BEST NC's mission is to unite an engaged and informed business perspective to build consensus toward dramatically transforming and improving education in North Carolina.

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Jim Phillips

Art Pope

John Replogle

Pat Riley

Thomas Vaidhyan

Paul Wiles

Brad Wilson

“The General Assembly shall provide by taxation and otherwise for a general and uniform system of free public schools... wherein equal opportunities shall be provided for all students.”

– Article IX, Section 2(1), North Carolina Constitution

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JANUARY 2016